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National Environmental/Energy Workforce Assessment Environmental Employment in Public Service Jobs Programs: An Analysis of CETA Title VI FY 78 Projects

National Field Research Center, Inc, Iowa City, IA

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NATIONAL
ENVIRONMENTAL/ENERGY
WORKFORCE ASSESSMENT
PHASE III

ENVIRONMENTAL EMPLOYMENT IN PUBLIC SERVICE JOBS PROGRAMS

AN ANALYSIS OF CETA TITLE VI FY '78 PROJECTS

1979

Conducted by:
NATIONAL FIELD RESEARCH CENTER, INC.

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16. ABSTRACT

This report, the purpose of which is to identify ways in which Comprehensive Employment and Training Act (CETA) Title VI has been used in accomplishing environment- and energy-related projects, presents the findings of an analysis of 4,644 CETA Title VI projects for which "Environment" has been indicated as an appropriate Public Service Area. Statistics regarding numbers employed in specific job categories, median salaries, variances in types of project agencies, and breakout information by type of project activity are included. Such an analysis, it is hoped, will be helpful in discerning provisions of CETA that are conducive to the implemention of environmental projects.

This report is one of 18 volumes in Phase III of the National Environmental/Energy Workforce Assessment. A companion volume, The Role of CETA in Direct Training and Employment, discusses the provisions in CETA with specific reference to environmental and energy employment. It includes examples of on-going energy/environment projects funded by CETA.

In addition, Phase III includes 12 volumes (directories) on post-secondary environmental education programs. The other four volumes in Phase III are as follows: Salaries and Attendant Problems of Public Sector Environmental Employment, Private Sector Training Activities; Problems in Environmental Education and Training; and a Workforce Planning Bibliography.

17. KEY WORDS AND DOCUMENT ANALYSIS

a. DESCRIPTORS		b. IDENTIFIERS/OPEN ENDED TERMS	c. COSATI Field/Group
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PHASE III

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INTRODUCTORY NOTE

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TABLE OF CONTENTS

LIST OF TABLES.. vi

ACKNOWLEDGEMENT.................................... vii

PROJECT BACKGROUND................................ 1

INTRODUCTION... 6

DATA CONSTRAINTS...................................... 8

LIMITATIONS OF TITLE VI IN PRINCIPLES AND PRACTICE....................... 12

PROJECT CATEGORIES.................................. 16
  Project Data Summary Sheet Examples........... 32

SAMPLE DISTRIBUTION BY STATE AND REGION.................................... 60

SALARY DATA 75
  Salaries By Slot (Job) Type............................ 75
  Salaries By Project Agency Type..................... 130
  Salary Distribution Totals.............................. 211

COMMENTARY.. 212

APPENDICES...215
  Appendix A: Job Titles.................................. 215
  Appendix B: FY '78 Prime Sponsors with Projects in Sample............................. 239

BIBLIOGRAPHY.. 246

LIST OF TABLES

TABLE I: Projects by Category as Determined by Activities and Goals 19

TABLE II: Sample Totals by Category as Determined by Project Activities and Goals 23

TABLE III: Median Project Duration by Project Category 51

TABLE IV: Mean Number of Public Service Areas Checked Per Project by Project Type 53

TABLE V: Prime Sponsors, Projects, and Slots (Jobs) By State 63

TABLE VI: Prime Sponsors, Projects, and Slots (Jobs) By Federal Region 68

TABLE VII: Type of Project by Federal Region 69

TABLE VIII SERIES: Salary Distribution by Slot (Job) Type 77

TABLE IX SERIES: Salary Distribution by Project Agency Type 132

TABLE X: Total Salary Distribution 209

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A special word of appreciation is extended to Mr. J. Donald Cook, Chief, Workforce Coordination Team, U.S. Environmental Protection Agency, Washington, D.C., and to the Manpower Officers and Workforce Coordinators from each of the U.S. Environmental Protection Agency Regional Offices.

PROJECT BACKGROUND

Overview

The National Environmental/Energy Workforce Assessment is a three-phase project to explore environmental and energy training, education, and employment in depth. The project, conducted by National Field Research Center, Inc., under the direction of the U. S. Environmental Protection Agency, is a direct response to a 1975 Congressional call for an inquiry into the availability and readiness of our national workforce for increased pollution control and abatement efforts.

In keeping with the objectives of the inquiry, this nation-wide study has been directed toward the assessment of environmental/energy workforce status and needs, national educational emphases and status, and the functional interface of the two.

PHASE I

Phase I focused upon the development of "workforce demand projections" through 1982 for all public environmental agencies. The on-site assessment culminated in a numerical profile of the growth patterns and workforce needs at the national and state levels. Stratification of the overall definition of "environmental occupation" into seven distinct vocational areas enhanced even further the applicability of the results. In addition to this public sector workforce assessment, Phase I included an overview analysis of private sector needs (conducted through an adjunct mail survey of selected businesses and industries) and a brief review of selected environmental educational programs.

Phase I was completed in May, 1977. The 70 volume final report included:

National Abstract	(1)
National Legislation	(1)
Regional Assessments	(10)
State Assessments (including District of Columbia, Virgin Islands, and Puerto Rico)	(53)
Business and Industry Assessment	(1)
National Summary	(4)

PHASE II

The Phase II objective was to determine the "state of the art" of the educational community in generating a qualified and employable environmental workforce. Community colleges, vocational-technical training institutes, colleges and universities, and environmental training centers throughout the nation were visited; thousands of catalogs were reviewed.

The result was a profile of environmentally related post-secondary educational programs. Aspects subject to careful review included: program structure, representative course offerings, enrollment projections, program completion requirements, faculty composition, and employment history of program graduates. Program offerings were summarized and common issues and problems were discussed.

The Phase II report included 13 volumes arranged as to medium under consideration, namely:

Air	
Energy	
Noise	
Pesticides	
Potable Water	(2)
Radiation	
Solid Waste	
Wastewater	(2)
Composite	(3)

These volumes were augmented by a summary volume, an abstract, and a special volume, Business and Industry/Trade and Professional Associations.

The latter includes the results of a survey of a variety of businesses, industries, and trade and professional associations as to their efforts in training programs related to pollution control and abatement, environmental research, and resource conservation.

PHASE III

Under Phase III, materials from Phases I and II were analyzed and synthesized. Issues which were revealed to be of special importance to the future of our environmental/energy workforce, in terms of availability and quality, are being highlighted in a series of monographs.

The monographs focus upon salient aspects of the NE/EWA findings in greater detail than possible in the formats of the previous phases. The four monograph titles are:

- *Salaries and Attendant Problems of Public Sector Environmental Employment*
- *The Role of CETA in Direct Training and Employment*
- *Private Sector Training Activities*
- *Problems in Environmental Edu- and Training*

In addition to the four monographs, a report of the issues related to the use of CETA Title VI in carrying out environmental pollution control and abatement activities was developed. A search of the Title VI records on file with the U.S. Department of Labor, coupled with interviews with representatives of numerous prime sponsors provided the basis for the observations contained in this report.

A third objective was to develop, by medium, a listing of all post-secondary institutions offering environmental programs. All catalogs reviewed during Phases I and II were re-examined and replaced with updated versions when warranted. This information was compiled into a listing of schools offering environmental programs of study and organized as to program area. Finally, Phase III researchers developed an annotated bibliography of material of potential value to environmental workforce planners.

INTRODUCTION

The National Environmental/Energy Workforce Assessment conducted for the U.S. Environmental Protection Agency by the National Field Research Center, Inc., has been an exploration into a broad range of issues which are problematic to environmental and energy workforce training, education, and employment. This and a companion volume, The Role of CETA in Direct Training and Employment, focus upon the potential of the Comprehensive Employment and Training Act, as amended, as a vehicle appropriate to a successful marriage of state and local environmental and energy task accomplishment needs with the workforce and funding support necessary to fulfill those needs.

The Role of CETA in Direct Training and Employment discusses the provisions in CETA with direct and specific reference to environmental and energy employment. It includes detailed examples of on-going projects and gives explicit, step-by-step instructions for procuring funds for a project. The reader is encouraged to read that volume for a more general discussion of all Titles of CETA and their implications for pollution control and abatement and energy conservation employment.

This volume presents the findings of an analysis of 4,644 CETA Title VI projects for which "environment" had been indicated as an appropriate public service area. Statistics regarding numbers employed in specific job categories, median salaries, variances in types of project agencies, and breakout information by type of project activity are included.

The purpose of the analysis is to identify how CETA Title VI has been used in the past in accomplishment of environmental and energy related tasks. From this analysis it is possible to discern aspects of CETA which are conducive to implementation of superior projects and aspects of the law itself, or local practices which are not compatible with specific environmental and energy workforce needs and goals.

DATA CONSTRAINTS

Originally, this analysis was to be conducted with base data obtained from the project summary data sheets from a 10 percent random sample of prime sponsors. The analysis was to include the computation of the percentage of funding for environmental projects under CETA Title VI funding for Fiscal Year 1978 and the computation of the percentage of CETA funding for the environmental projects as compared with the total cost of the projects.

The U.S. Department of Labor offices in Washington, D.C. maintain a file of Title VI projects; no other CETA Title projects are on file in the national office. National Field Research Center researchers were offered access to the Title VI files.

The impossibility of any hope of carrying out the original aims became apparent when the Department of Labor files were opened to pull the sample prime sponsor project data summary sheets. Several folders of prime sponsors selected for the sample were empty. Others were missing. Many had surprisingly few projects in the folders; this was especially true of metropolitan areas. The total number of projects obtained from the 10% sample of prime sponsors was exceedingly small.

The explanation for the Department of Labor file deficiencies remains unclear. In part, files are missing because:

1. Filing in the national office did not begin until May, 1978.
2. Only one person is charged with all filing responsibility.
3. Files are frequently removed, often by congressional aides, to review CETA activities in specific districts.
4. It is not clear if forwarding a data sheet to the national offices is mandatory.
5. There is no set method to determine at the Federal level if a prime sponsor file is incomplete; consequently there is no follow-up directive to the Regional level to rectify file deficiencies.

The decision was made to amend the sample to include all project data summary sheets on file in which "Environment" was indicated as a public service area appropriate to the project. Thus, the amended sample consists of all Title VI Project Data Summary sheets on file in the United States Department of Labor's Washington, D.C., offices the last week of August, 1978, on which "Environment" was indicated as a Public Service Area appropriate to the project. The majority of the projects were funded for fiscal year 1978; however, some were begun in fiscal year 1977, and some extend into fiscal year 1979.

The sample total was thus greatly increased; however, several problem areas remained. Because there is no way to determine what percentage of the files were missing, certain comparative data cannot be computed. The percentage of funding for "environmental" projects as compared to total cost of the projects is unobtainable because many summary data sheets do not contain the base information required. The percentage of CETA funding for "environmental" projects under CETA Title VI as compared with total CETA Title VI funding (FY 1978) is unobtainable.

Finally, perhaps the greatest impediment to a clear, concise analysis of "environmental" projects is the determination of what constitutes an "environmental" project. Apparently, no directives were issued as guidelines for determination of the appropriate public service area(s). The choice of appropriate public service area is a matter of opinion of the indicator. Further confusion results because it is unclear whether the public service area is indicated by persons at the project agency or prime sponsor level. Several data summary sheets bear evidence of opinions being overridden, but no indication as to by whom.

As a result of the constraints of the available data, research analysts began work with a large number of project data summary sheets (6,739), unable to determine what proportion of the total (either of all projects or of environmental projects) was in hand. The complexity of the analysis tasks was compounded greatly by the lack of restriction as to choice of "environment" as an appropriate public service area. The resulting spectrum of projects was very broad and applicability to "environment" in anything but a remote sense was questionable for hundreds of projects in the sample.

One more surprise awaited the analysts as they began reading project summaries and sorting as to project type. Of the 6,739 sheets obtained from Department of Labor files, 2,095 (31%) were multiple copies, ranging from duplicates to eleven copies of one project. The final count of unduplicated projects is 4,644. The number of public service employment slots (participants) in the sample is 38,576.

LIMITATIONS OF TITLE VI IN PRINCIPLES AND PRACTICE

The legislated intent and requirements for eligibility for participation in Title VI are not wholly compatible with employment potential or training of an environmental workforce.

A. Title VI projects are required to have a specific termination date, at which time most projects are to have met stated goals.

B. Length of unemployment and similar criteria are major aspects determining eligibility for participation.

C. Title VI includes Public Service Employment only. No private sector employment is appropriate.

D. Immediate employment rather than training is stressed.

Further, most projects are specific-task oriented; job continuation is not a significant factor in project conception or in project funding approval. A high proportion of the jobs within the projects are "dead-end"; i.e., they do not involve any preparation conducive to the participants obtaining a subsequent permanent position. The availability of jobs similar to those in the projects to be found in regular public or private sector employment situations does not appear to be a consideration.

An overwhelming 80.3% (30,960) of the CETA Title VI participants in the sample held jobs which called for unskilled labor. Such a high percentage emphasizes the role of Title VI as a vehicle for immediate employment with little emphasis on training or the probability of similar employment in the private sector upon termination of the CETA project. Semi-skilled and skilled labor accounted for 3.9% (1,492) of the slots in the sample. Supervisory personnel comprised 6.7% (2,589) of the sample. Clerical workers made up 2.4% (909); paraprofessional/technical workers were 5.2% (1,999) of the sample. Professionals accounted for only 1.6% (627) of the participants.

Close reading of project data summary sheet project descriptions reveals strong implication that a significant portion of the type of work that is normally financed through local taxation and allocation, i.e., work that is typically done by persons on regular payrolls. Examples include, but are not limited to:

a. School, county, city building custodians,

b. State forest firefighters,

c. National Weather Service employees,
d. University research assistants,
e. City street/sidewalk repair crews,
f. Solid waste (garbage) collection and disposal crews.

It is not possible to estimate the number of project activities which would have been accomplished through support other than CETA. The implication is that any estimate as to the number/type/cost of activities or the number/type/cost of persons employed in such activities subsidized through CETA should be viewed with extreme caution. No method of reasonable assessment of trade-off is possible. That is, it would be sheer guesswork to estimate the numbers of additional jobs created through the infusion of CETA funds, as opposed to jobs not otherwise available because other money was unavailable, or was used in non-labor intensive activities. Thus, any estimate as to numbers of potentially CETA subsidized environmental employment slots is highly speculative, especially when that estimate is arrived at from a CETA data-base set of assumptions.

There is a far better hope for reasonably accurate estimation of environmental job types than for numbers. A listing of job titles from the project data summary sheets of projects with pollution control and abatement emphases is included as Appendix I. When environmental job types as represented in CETA projects are considered in context with other environmental pollution control and abatement workforce potential assessment data, then a more realistic estimate of the utilization of CETA in pollution control and abatement employment is possible.

PROJECT CATEGORIES

Other than the obvious category of pollution control and abatement projects, no categories were defined before a substantial number of project descriptions had been read. Five additional general categories emerged, determined by project activities and goals and by jurisdictional area of project activities. Table I lists the categories and sub-categories used throughout this volume in discussing projects. The criteria for category determination follow:

Category I: Pollution Control and Abatement/ Energy Conservation

Projects in this category are restricted to or are primarily concerned with activities directly related to pollution control and abatement and energy conservation efforts. Sample project data summary sheets typical of the thirteen sub-categories are reproduced on pages 43 to 60.

Category II: City (Public Works)

These projects are traditionally defined as public works. They include general maintenance and repair of public buildings, streets, sidewalks, and drainage systems, brushing and clean-up of waterways, special community projects, general clean-up, parks and recreation facilities maintenance, and care and removal of trees. The projects were carried out within city limits or on city-owned land.

Category III: County (Public Works)

Projects in this category are, in many cases, identical to those of Category II; the difference is that they were implemented on county or township property. Waterway brushing and clean-up activities were more extensive; roadwork included more right of way maintenance and some bridge work. Several projects were for improvement of county-owned woodland and for wildlife management.

Category IV: State and Federal

These projects include improvements to State or Federal facilities or land. In addition to public building and road maintenance and repair, the project tasks include forestry, wildlife and fisheries management and park and forest administration and operation.

Category V: Recreation Events/Special Focus

These projects differ from the recreational projects of Categories II and III. Projects in those categories deal with city or county-owned facilities such as ball fields or swimming pools. Category V includes special recreation events and creative arts projects; repair, maintenance and operation of facilities of non-governmental youth organizations; historical preservation efforts, and site development and/or maintenance of zoos, arboreta, and fairgrounds.

Category VI: Education

This category is comprised of construction, maintenance and repair of school buildings for the elementary, secondary, and post-secondary levels. Special site development and maintenance projects (often with an environmental awareness/learning goal) are included. Several of the projects are educational (usually oriented for the general public) but are not public school sponsored. Graduate school research projects complete this category.

Category VII: Miscellaneous

This category is composed of a variety of projects which are not appropriate to any of the other categories. Included are work in soil and water conservation districts, cemetery maintenance, work in low income housing units, social services, gardening, and a multitude of other endeavors.

TABLE I

PROJECTS BY CATEGORY AS DETERMINED BY ACTIVITIES AND GOALS

I. Pollution Control & Abatement/Energy
  A. Noise
  B. Weed and Pest Control
  C. Solid Waste & Landfills
  D. Recycling
  E. Land Use & Community Planning
  F. Pollution Control & Monitoring
  G. Sewer & Water
    1. General equipment, non-site maintenance, construction
    2. Site Maintenance & Clean-up
    3. Plant Operator
    4. Miscellaneous Water-Sewer System & Wastewater
    5. Water Conservation/Water-Miscellaneous
  H. Energy
  I. Weatherization

II. City (Public Works)
  A. Public Buildings
  B. Streets & Sidewalks
  C. Drainage
  D. River Work (brushing-clean up)
  E. Community Projects
    1. Unskilled Labor
    2. Unskilled & Semi-skilled/Paraprofessionals
  F. General Clean-up
  G. Recreation/Parks
  H. City Trees

III. County (Public Works)

- A. Public Buildings
- B. Roads (brushing, clean-up, maintenance)
- C. Drainage & Irrigation–Cleaning out
- D. Rivers–Brushing & Clean-up
- E. Community Projects
  - 1. Unskilled Labor
  - 2. Unskilled & Semi-skilled/ Paraprofessionals
- F. General Clean-up (no roads)
- G. Parks
- H. Forests & Wildlife

IV. State and Federal

- A. State and Federal Public Buildings (maintenance)
- B. State Roads
- C. State Forestry Management
- D. State Wildlife and Fisheries
- E. State Parks
- F. National Parks and Forests

V. Recreation–Special Focus

- A. Recreation Events and Arts Projects
- B. Non-governmental Youth Organizations
- C. Historical
- D. Fairgrounds/Zoo and Arboretum

VI. Education

A. Education Project–Non-school
B. Research
C. Schools–Environmental Site Development, maintenance
D. Public Maintenance/Repair and Construction
E. Colleges Maintenance/Repair and Construction
F. Miscellaneous Public Schools

VII. Miscellaneous

A. Soil and Water Conservation Districts
B. Buildings
C. Cemeteries
D. Low Income Housing
E. Social Services
F. Gardening
G. Tree Cutting and Firewood Provision
H. Miscellaneous

Table II presents the sample totals by category as determined by project activities and goals. The number of states represented, the number of prime sponsors, the number of projects, and the number of slots (job positions) are indicated for each category.

Category I includes the projects most directly involved in pollution control and abatement and in energy conservation activities. The category is subdivided into media specific oriented categories. Category I F (Pollution control and Monitoring) is not as easily identifiable by name as the others. It includes control and monitoring activities conducted by state and local agencies in the areas of potable water, wastewater, air and solid waste. Category I includes 774 projects (16.7% of the total). All Federal Regions are represented. The projects served a total of 4,215 participants (10.93% of the total sample.) Project data summary sheets typical of those from the subgroups in Category I are reproduced on pages succeeding Table II.

TABLE II

SAMPLE TOTALS BY CATEGORY AS DETERMINED BY PROJECT ACTIVITIES AND GOALS

Category	States	Prime Sponsors	Projects	Slots
I. Pollution Control and Abatement/Energy Conservation				
A. Noise	8	8	8	15
B. Weed and Pest Control	19	29	48	544
C. Solid Waste & Landfills	29	52	88	436
D. Recycling	17	33	57	161
E. Land Use & Community Planning	33	70	121	561
F. Pollution Control and Monitoring	20	36	41	154

G. Sewer & Water				
1. General equipment, non-site maintenance, construction	29	53	91	456
2. Site Maintenance and clean-up	21	35	43	259
3. Plant Operator	12	12	16	67
4. Miscellaneous Water-Sewer System and Wastewater	16	23	30	69
5. Water Conservation/ Water-Miscellaneous	18	26	64	321
H. Energy	25	30	84	394
I. Weatherization	24	46	83	778
			774	4,215

Category	States	Prime Sponsors	Projects	Slots
II. City (Public Works)				
A. Public Buildings	29	55	83	589
B. Streets & Sidewalks	24	41	74	705
C. Drainage	27	51	110	818
D. River Work (brushing-clean up)	27	60	93	1,056
E. Community Projects				
1. Unskilled Labor	34	63	206	1,603
2. Unskilled and Semi-skilled/Paraprofessionals	20	33	58	796
F. General Clean-up	45	156	460	5,369
G. Recreation/Parks	40	133	341	2,512
H. City Trees	24	48	78	465
			1,503	13,913

III. County (Public Works)				
A. Public Buildings	14	22	43	239
B. Roads (brushing, clean-up, maintenance)	35	86	280	3,014
C. Drainage & Irrigation–Cleaning out	19	35	58	784
D. Rivers–Brushing and Clean-up	17	28	69	943
E. Community Projects				
1. Unskilled Labor	30	53	116	1,378
2. Unskilled and Semi-skilled/Paraprofessionals	14	18	26	302
F. General Clean-up (no roads)	20	25	37	896
G. Parks	24	53	99	1,062
H. Forest & Wildlife	19	40	74	673
			802	9,291

Category	States	Prime Sponsors	Projects	Slots
IV. State and Federal				
A. State and Federal Public Buildings (maintenance)	11	14	19	97
B. State Roads	3	3	3	31
C. State Forestry Management	10	17	22	315
D. State Wildlife and Fisheries	14	18	47	219
E. State Parks	18	23	49	385
F. National Parks and Forests	8	18	59	501
			199	1,548

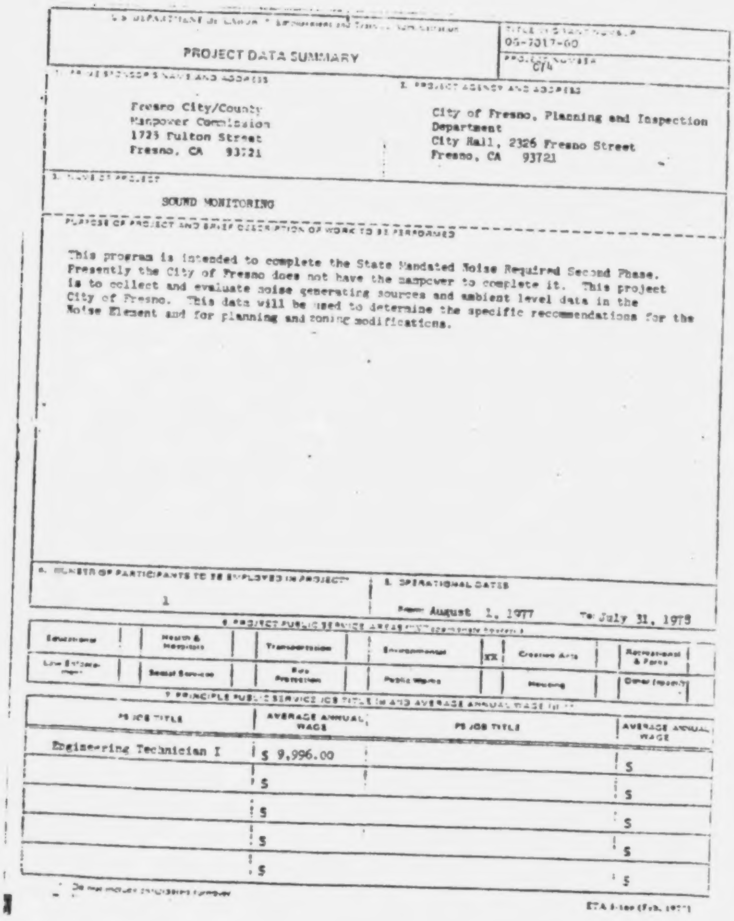
V. Recreation–Special Focus				
A. Recreation Events and Arts Projects	24	49	61	375
B. Non-governmental Youth Organizations	21	41	58	324
C. Historical	21	47	54	398
D. Fairgrounds/Zoo and Arboretum	1	27	46	269
			219	1,366

Category	States	Prime Sponsors	Projects	Slots
VI. Education				
A. Education Project–Non-school	18	35	45	212
B. Research	13	24	38	139
C. Schools–Environmental Site Development, maintenance	18	26	36	208
D. Public Maintenance/Repair and Construction	32	101	333	2,862
E. Colleges Maintenance/Repair and Construction	30	69	120	767
F. Miscellaneous Public Schools	17	22	35	263
			607	4,451

VII. Miscellaneous				
A. Soil and Water Conservation (Districts)	18	30	60	312
B. Buildings	25	50	74	450
C. Cemeteries	23	38	52	231
D. Low Income Housing	30	80	141	1,424
E. Social Services	16	36	45	298
F. Gardening	15	25	30	127
G. Tree Cutting and Firewood Provision	10	13	18	185
H. Miscellaneous	33	68	120	765
			540	3,792
			4,644	38,576

The project data summary sheets illustrate imaginative use of CETA employment slots and the variety of pollution control and abatement and energy conservation projects found in the sample. They are not included here as "model" programs. Rather, they should be considered as examples which could serve as models to be emulated or improved upon.

Project Data Summary Sheet Examples



PROJECT DATA SUMMARY

05-7017-60

PROJECT NUMBER C/4

Fresno City/County
Manpower Commission
1725 Fulton Street
Fresno, CA 93721

City of Fresno, Planning and Inspection
Department
City Hall, 2326 Fresno Street
Fresno, CA 93721

SOUND MONITORING

This program is intended to complete the State Mandated Noise Required Second Phase. Presently the City of Fresno does not have the manpower to complete it. This project is to collect and evaluate noise generating sources and ambient level data in the City of Fresno. This data will be used to determine the specific recommendations for the Noise Element and for planning and zoning modifications.

NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT: 1

OPERATIONAL DATES From: August 1, 1977 To: July 31, 1978

Education		Health & Hospitals		Transportation		Environmental	XX	Creative Arts		Recreation & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Engineering Technician I	$ 9,996.00		$
	$		$
	$		$
	$		$
	$		$

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PROJECT DATA SUMMARY

PROJECT NUMBER 49

1. PRIME SPONSOR'S NAME AND ADDRESS

City of Berkeley
2180 Milvia Street
Berkeley, CA 94704

2. PROJECT AGENCY AND ADDRESS

State of California
State CETA
711 N Street
Sacramento, CA 95814

3. NAME OF PROJECT

Vector & Vector-borne Disease Surveillance

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The Medicine and Allied Services position hired for this project will monitor occurrence and prevalence of vectors (including mosquitoes, midges, flies, other insects and rats) and of vector-borne diseases, especially mosquito-borne encephalitis; collect specimines in the field and submit to laboratories for analysis and observation. The Vector and Waste Management Section is charged with monitoring the occurence of vector and vector-borne diseases. During the period of April through October, specimens are collected in the field and submitted to the department's laboratories for disease pathogen analysis, and ecological observations are made. During the rest of the year, laboratory studies and vector identifications are conducted.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

2

5. OPERATIONAL DATES

From: 6/15/77 To: 9/30/78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE (s) **

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Medicine & Allied Sys PSE III	$ 8,844		$
PSE IV	$ 10,164		$
	$		$
	$		$
	$		$

* Do not include anticipated turnover
** Use additional sheets if necessary

ETA 5-105 (Jan. 1977)

Attachment 11.1

U.S. DEPARTMENT OF LABOR Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
55-5087-60

PROJECT NUMBER
434

1. PRIME SPONSOR'S NAME AND ADDRESS

Governor's Manpower Office
Balance of State - Wisconsin
30 W. Mifflin St.
Madison, WI 53703

2. PROJECT AGENCY AND ADDRESS

City of Green Bay
100 N. Jefferson St.
Green Bay, WI 54301

3. NAME OF PROJECT

Compost Site Maintenance

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

This project will open the City's four compost sites to the general public. It is hoped that City residents will respond positively, thereby saving the City much of the cost it now incurs for hauling recyclable materials to the sanitary landfill. If this project establishes the workability of these public compost sites the Department of Park and Recreation would be interested in keeping them open permanently.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT

8

5. OPERATIONAL DATES

From: 9-1-77 To: 8-31-78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	XX	Creative Arts		Recreational & Parks	XX
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(s) AND AVERAGE ANNUAL WAGE(s)

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
(8) Compost Maintenance Workers	$ 47,298.72		$
	$		$
	$		$
	$		$
TOTAL	$ 47,298.72		

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U.S. DEPARTMENT OF LABOR Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
41-7-046-37

PROJECT NUMBER
PSE 668

1. PRIME SPONSOR'S NAME AND ADDRESS

Clackamas County
Court House, Room 201
Oregon City, Oregon 97045

2. PROJECT AGENCY AND ADDRESS

Clackamas County Recycling Coalition
825 Portland Ave
Gladstone, Oregon 97027

3. NAME OF PROJECT

RECYCLING

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The purpose of this project is to provide county wide recycling service This agency is a newly formed agency and it has a potentially most comprehensive, direct and positive environmental impact on Clackamas County, both in urban and rural sectors.

At this time there is no county-wide recycling service; by providing a system to recover the resources that are largely wasted, we can contribute to a change in the waste disposal of our entire community.

The agency's plan is to rely upon local and independent collection sites for accumlating recycable materials. The agency will provide warehouseing, transportation and marketing of these resources. It will then be possible for small recycling efforts both commercial and domestic to become profitable since there will be a local market provided by the coalition.

This positions job duties are the internal administration of the coalitions project activities, identification of local resource collection points, liason with management groups of local collections points, business office and accounting activity, and on-going program evaluation.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT

two

5. OPERATIONAL DATES

From 1-3-78 To 9-30-78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLES AND AVERAGE ANNUAL WAGE

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Administrative Coordinator	$9,296		$
Operations Manager	$8,796		$
	$		$
	$		$
	$		$

U.S. DEPARTMENT OF LABOR * Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
12-7-0032-60

PROJECT NUMBER
25

1. PRIME SPONSOR'S NAME AND ADDRESS

Orange County – Orlando Consortium
123 S. Court Avenue
Orlando, Florida 32801

2. PROJECT AGENCY AND ADDRESS

City of Orlando

3. NAME OF PROJECT

Study of City operated properties; Building Maintenance Department

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

A detailed study of all City operated buildings, parks and recreation areas. Plat sketches will be made of buildings or parks showing layout, fences, pools, equipment or restroom buildings, water and electric meters and cut offs. These work assignments will update the City Building Numbering System.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

2

5. OPERATIONAL DATES

From: JUN 15 1977 To: JUN 15 1978

6. PROJECT PUBLIC SERVICES AREAS ("X" appropriate box(es))

Educational	☐	Health & Hospitals	☐	Transportation	☐	Environmental	☒	Creative Arts	☐	Recreation & Parks	☒
Law Enforcement	☐	Social Services	☐	Fire Protection	☐	Public Works	☐	Housing	☐	Other (specify)	☐

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(s) AND AVERAGE ANNUAL WAGE(s)

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Draftsman	$ 6,344.		$
	$		$
	$		$
	$		$
	$		$

[illegible]

*Do not include anticipated turnover

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ENCLOSURE E

U.S. DEPARTMENT OF LABOR - Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
06-7034-60

PROJECT NUMBER
0720-60-702 (015) 51

1. PRIME SPONSOR'S NAME AND ADDRESS

San Diego Regional Employment & Training
Consortium
861 Sixth Avenue - P. O. Box 2072
San Diego, California 92112

2. PROJECT AGENCY AND ADDRESS

County of San Diego
Air Pollution Control District
9150 Chesapeake Dr.
San Diego, CA 92123

3. NAME OF PROJECT

Data Reduction/Technical File Organization

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

Reduce data for computer analysis from all vapor recovery test reports since 1973 by test organizations, major oil companies and governmental agencies. Also organize vapor recovery engineering files to reduce Engineer's time spent looking for working files, technical data, test reports, etc., and to provide some typing support.

The participant will be an Intermediate Clerk Typist, and will be supervised by a Senior Air Pollution Control Engineer. The Typist's activities will consist of but not be limited to the following:

Data Reduction: Compiling test data from the numerous test reports which have been submitted to the APCD. At least 12 data points must be recorded for each vehicle test in each test report.
File organization: Sorting and separating all loose and uncataloged files and designing a working system in which they would be filed.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT

One (1)

5. OPERATIONAL DATES

From 7/1/77 To 5/31/78

6. PROJECT PUBLIC SERVICE AREAS (check one)

Education		Health & Hospitals		Transportation		Environmental Quality	X	Creative Arts		Recreation & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPAL PUBLIC SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
1 Intermediate Clerk/Typist	$ 7,776		$
	$		$
	$		$
	$		$
	$		$

* Do not include administrative overhead
** Use additional paper if necessary

ETA 5-184 (Feb. 1977)

U.S. DEPARTMENT OF LABOR — Employment and Training Administration

TITLE VI GRANT NUMBER 17-5008-60

PROJECT NUMBER 109

PROJECT DATA SUMMARY

1. PRIME SPONSOR'S NAME AND ADDRESS

Rock Island County
1504 - 3rd Ave.
Rock Island, IL 61201

2. PROJECT AGENCY AND ADDRESS

City of Moline
619 - 16th St.
Moline, IL 61265

3. NAME OF PROJECT.

Industrial Sample Collection Project

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The purpose of this project is to analyze industrial waste water samples to determine the finalized industrial cost recovery charges relative to the North Slope Treatment Plant Federal Grant.

Work activities will include the collection of industrial waste water and sewer collection system samples from various manholes and other locations throughout the City of Moline. In some instances, will enter industrial complexes to sample waste water at various points in their facility.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT* 2

5. OPERATIONAL DATES From: 11/14/77 To: 7/14/78

6. PROJECT PUBLIC SERVICE AREAS (Check appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works	X	Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE (s) AND AVERAGE ANNUAL WAGE (s) **

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Industrial Sample Collectors (2)	$ 9,173		$
	$		$
	$		$
	$		$
	$		$

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PROJECT DATA SUMMARY

PROJECT NUMBER
0121

1. PRIME SPONSOR'S NAME AND ADDRESS

Clackamas County
Court House, Room 201
Oregon City, Oregon 97045

2. PROJECT AGENCY AND ADDRESS

Oak Lodge Water District
P. O. Box 68537
Oak Grove, OR 97258

3. NAME OF PROJECT

Project H2O

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

This project will seek to provide an annual primary station assessment, evaluation, sediment and biological survey. The objectives are to assess and evaluate the primary fixed ambient water quality stations in Oregon, collect field parameters, flow, sediment, biological parameters as required annually by the EPA. The project will also seek to determine suitability of aquatic environments for supporting abundant, useful, and diverse communities of aquatic organisms. Information will be provided adequate to detect, evaluate, and characterise changes in water quality through this study of biological productivity, diversity, and stability of aquatic systems.

The results of statistical and subjective evaluation of the biological data will provide a trend for long term monitoring.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

one

5. OPERATIONAL DATES

From: Feb. 21, 1978 To: Sept. 30, 1978

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(s) AND AVERAGE ANNUAL WAGE(s)**

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Utility Worker	$ 5,924.00		$
	$		$
	$		$
	$		$
	$		$

* Do not include anticipated turnover
** Use additional pages if necessary

ETA 5-106 (Feb. 1977)

U.S. DEPARTMENT OF LABOR • Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
39-5078-60

PROJECT NUMBER
776-93

1. PRIME SPONSOR'S NAME AND ADDRESS

Northeastern Ohio Employment and Training
Consortium
900 Wick Building
Youngstown, Ohio 44503

2. PROJECT AGENCY AND ADDRESS

Mahoning County
21 West Boardman Street
Youngstown, Ohio

Contact Person: Mr. Walter Duzzny
Telephone: (216) 783-0400

3. NAME OF PROJECT

Mahoning County Sanitary System Evaluation Study and Preventative Maintenance Project

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The two objectives for the Mahoning County Project will be: The Mahoning County Sanitation Department will comply with Federal Environmental Protection requirements and implement and complete a county-wide sewer system survey; in conjunction with the sewer survey, the project will provide for the preventative maintenance of twenty (20) sanitation lift stations and adjacent pipelines.

This project will result in the surveying and evaluation as well as the implementation of preventative maintenance procedures for twenty (20) lift stations and the adjacent pipelines within the Mahoning County Sanitation System. Also, the sewer evaluation survey will alert sanitation officials to effluent infiltration in pipelines and lift stations, and the preventative maintenance system will avert system breakdowns and avoid disruption of sanitation system and possible health hazards.

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4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*
10

5. OPERATIONAL DATES
From: 8/1/77 To: 7/31/78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works	X	Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLES (a) AND AVERAGE ANNUAL WAGE (b) **

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Sanitary System Flow Technician (10)	$9,776.04		$
	$		$
	$		$
	$		$
	$		

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PROJECT DATA SUMMARY

12-73-[illegible]

PROJECT NUMBER
030

SPONSOR'S NAME AND ADDRESS

ortheast Florida Manpower Consortium
35 Riverside Avenue
acksonville, Florida 32202

2. PROJECT AGENCY AND ADDRESS

City of Jacksonville
Department of Public Works
Water Services Division
4th Floor City Hall
Jacksonville, Florida 32202

NAME OF PROJECT

epair and maintenance of Water Services facilities

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

roject is intended to refurbish and to maintain a total of 323 water production and sewage reatment facilities throughout the Consolidated City. To upgrade and improve custodial unctions, repair, painting, demolition and salvage work on obsolete facilities, and periodic rounds care at all locations.

NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT
12

5. OPERATIONAL DATES
From: 8-19-77 To: 8-18-78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks
Law Enforcement		Social Services		Fire Protection		Public Works	X	Housing		Other (specify)

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
10 Utility Workers	$ 6,552		$
01 Clerk Typist II	$ 5,952		$
01 Stock Clerk II	$ 7,200		$
	$		$
	$		$

Do not include ...

ETA 5-466 (Feb. 1977)

PROJECT DATA SUMMARY

PROJECT NUMBER 28-013 573

1. PRIME SPONSOR'S NAME AND ADDRESS

Office of Community Development
Employment and Training Section
Room 208, General Administration Bldg.
Olympia, Washington 98504

2. PROJECT AGENCY AND ADDRESS

City of Omak
P.O. Box 72
Omak, Washington 98841

3. NAME OF PROJECT

Omak Waste Water Treatment Transition Operation Program

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

To employ a CETA trainee to assist the Omak Waste Water Treatment Plant Operator in the maintenance and operation of the existing Sewage Treatment Plant while the new Plant is under construction. The purpose of the project is basically to provide additional plant surveillance during the period of transition during which the old Plant must be operated with minimum hazard of accidental pollution of the Okanogan River while the new facility is being constructed on the same site.

NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT* 1

5. OPERATIONAL DATES From 6-1-77 To 3-31-78

6. PROJECT PUBLIC SERVICE AREAS

Educational		Health & Hospitals	X	Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works	X	Housing		Other (specify)	

7. PRINCIPAL PUBLIC SERVICE JOB TITLES AND AVERAGE ANNUAL WAGE RATE**

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Plant Operator Trainee	$ 3,340.00		$
	$		$
	$		$
	$		$
	$		$

* Do not include [illegible]

** Use additional paper if necessary

ETA [illegible] (Rev. 1977)

ENCLOSURE 1

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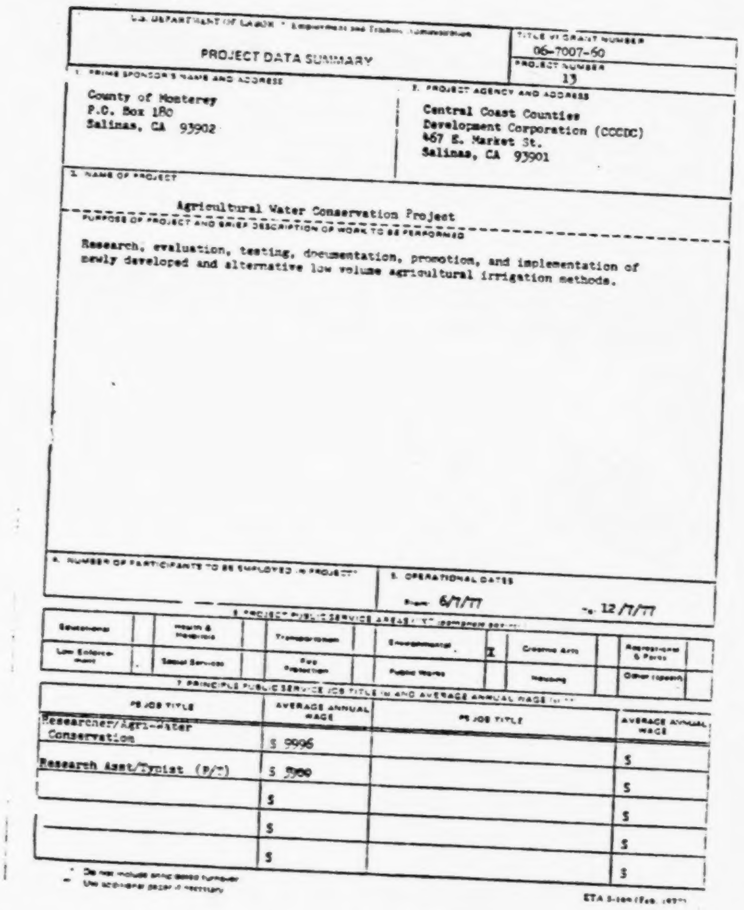

U.S. DEPARTMENT OF LABOR – Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER
06-7007-60

PROJECT NUMBER
13

1. PRIME SPONSOR'S NAME AND ADDRESS

County of Monterey
P.O. Box 180
Salinas, CA 93902

2. PROJECT AGENCY AND ADDRESS

Central Coast Counties
Development Corporation (CCCDC)
467 E. Market St.
Salinas, CA 93901

3. NAME OF PROJECT

Agricultural Water Conservation Project

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

Research, evaluation, testing, documentation, promotion, and implementation of newly developed and alternative low volume agricultural irrigation methods.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

5. OPERATIONAL DATES

From 6/7/77 To 12/7/77

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box)

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE(S)**

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Researcher/Agri-Water Conservation	$ 9996		$
Research Asst/Typist (P/T)	$ 5900		$
	$		$
	$		$
	$		$

* Do not include anticipated turnover
** Use additional paper if necessary

ETA 5-100 (Feb. 1977)

U.S. DEPARTMENT OF LABOR · Employment and Training Administration

PROJECT DATA SUMMARY

TITLE GRANT NUMBER
12-7-0023-60

PROJECT NUMBER
002-64

1. PRIME SPONSOR'S NAME AND ADDRESS
Brevard County Board of
County Commissioners
P.O. Box 1496
Titusville, Florida 32780

2. PROJECT AGENCY AND ADDRESS
Water Resources Program
2575 N. Courtenay Parkway
Merritt Island, Florida 32952

3. NAME OF PROJECT
Data Collection and Analysis

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

Purpose: Provide a program of information, education and need of involvement to the public on water resources and environmental management.

Description: Development and preparation of graphic displays, slide and film shows for agencies and groups. Additionally, the promulgation of a newsletter and fact sheets concerning water resources will be accomplished.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*
1

5. OPERATIONAL DATES
From: June 1, 1977 To: May 31, 1978

6. PROJECT PUBLIC SERVICE AREAS

Educational	X	Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPAL P.S.E. SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE(S)**

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Public Relations Specialist	$10,000.00		$
	$		$
	$		$
	$		$
	$		$

* [illegible]
** Use additional sheet if necessary

ETA [illegible]

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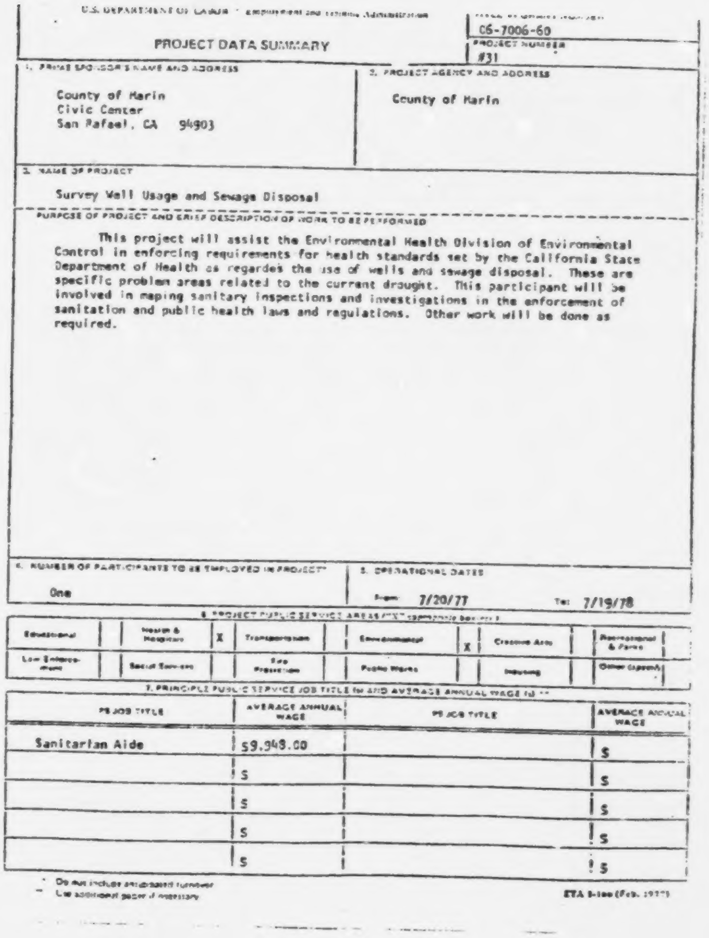

U.S. DEPARTMENT OF LABOR - Employment and Training Administration

[illegible] NUMBER
06-7006-60

PROJECT DATA SUMMARY

PROJECT NUMBER
#31

1. PRIME SPONSOR'S NAME AND ADDRESS

County of Marin
Civic Center
San Rafael, CA 94903

2. PROJECT AGENCY AND ADDRESS

County of Marin

3. NAME OF PROJECT

Survey Well Usage and Sewage Disposal

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

This project will assist the Environmental Health Division of Environmental Control in enforcing requirements for health standards set by the California State Department of Health as regardes the use of wells and sewage disposal. These are specific problem areas related to the current drought. This participant will be involved in maping sanitary inspections and investigations in the enforcement of sanitation and public health laws and regulations. Other work will be done as required.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

One

5. OPERATIONAL DATES

From: 7/20/77 To: 7/19/78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals	X	Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE (s) AND AVERAGE ANNUAL WAGE (s) **

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Sanitarian Aide	$9,948.00		$
	$		$
	$		$
	$		$
	$		$

* Do not include anticipated turnover
** Use additional paper if necessary

ETA 5-100 (Feb. 1977)

U.S. DEPARTMENT OF LABOR • Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER 41-7-049-37

PROJECT NUMBER 217

1. PRIME SPONSOR'S NAME AND ADDRESS

Mid-Willamette Valley Manpower Consortium
2600 State Street
Salem, Oregon 97301

2. PROJECT AGENCY AND ADDRESS

Yamhill County
Yamhill County Courthouse
McMinnville, Oregon 97128

3. TITLE OF PROJECT

Energy Conservation Coordinator

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The purpose of this project is to employ a Conservation Coordinator who will develop and institute energy conservation practices as they apply to the residential housing of the Yamhill County area. Approximately 1,500 persons will be better informed on how to save energy in their residences. The residents of Yamhill County will also be better informed about the energy legislation and how it applies to them in the form of tax credits.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT* 1

5. OPERATIONAL DATES

From December 1, 1977 To: November 30, 197

6. PROJECT PUBLIC SERVICE AREAS

Educational	X	Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE AND AVERAGE ANNUAL WAGE

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Energy Conservation Coordinator	$ 9,996.00		$
	$		$
	$		$
	$		$
	$		$

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PROJECT NUMBER

P-7045-VI-77

1. PRIME SPONSOR'S NAME AND ADDRESS

Morris County Employment and Training
Administration
3 Schuyler Place
Morristown, New Jersey 07960

2. PROJECT AGENCY AND ADDRESS

Morris-Sussex Area Council
Boy Scouts of America
Box 648 RD #1
Dover, New Jersey 07801

3. NAME OF PROJECT

Energy Conservation and Awareness Project

PURPOSE OF PROJECT: BRIEF DESCRIPTION OF WORK TO BE PERFORMED AND TOTAL COST

The purpose of the project is dissemination of information by various means and media in order to reduce energy consumption in Morris County. To develop a high visibility program which would attempt to bring about an awareness for the need to reduce the consumption of energy within the community of Morris County.

The eventual goal would be to have the entire community understand through a program of education and participation, how and why energy must be conserved.

The area boy scouts are not in position to fund this project.

TOTAL COST: $53,362

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED

5

5. OPERATIONAL DATES

FROM: 10/13/77 TO: 10/13/78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate boxes)

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services	X	Fire Protection		Public Works		Housing		Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE (s) AND AVERAGE ANNUAL WAGE (*)

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Special Project Aide (5)	$ 8.200		$
	$		$
	$		$
	$		$
	$		$

* Do not include anticipated turnover
** Use additional paper if necessary

U.S. DEPARTMENT OF LABOR • Employment and Training Administration

PROJECT DATA SUMMARY

TITLE VI GRANT NUMBER: 26-5040-60

PROJECT NUMBER: K-18

PRIME SPONSOR'S NAME AND ADDRESS

GRANFC
Suite 400, People's Bldg.
60 Monroe N.W.
Grand Rapids, MI 49503

3. PROJECT AGENCY AND ADDRESS

Kent Community Action Program
550 Cherry St., S. E.
Grand Rapids, MI 49503

NAME OF PROJECT: Rural Weatherization and Minor Home Repair

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

The Rural Weaterization and Minor Home Repair Program is an extension of the on-going Kent-CAP Weatherization Program. It will employ one Weatherization Supervisor and nine Weatherization Aides. The Program Development Unit of Kent-CAP will be responsible for providing orientation training and on-going training sessions. All ten Weatherization employees will be required to attend. The actual work activities will include identification of homes in need of weatherstripping, storm doors, storm windows, caulking and minor home repairs. A Home Assessment will be made out on each house prior to beginning work. Corrections will be made, and follow-up will be provided. All services and activities will be provided in compliance with the enclosed contract agreements.

4. NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT: 10

5. OPERATIONAL DATES

From: 7/1/77 To: 7/1/78

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreational & Parks	
Law Enforcement		Social Services		Fire Protection		Public Works		Housing	X	Other (specify)	

7. PRINCIPLE PUBLIC SERVICE JOB TITLE(S) AND AVERAGE ANNUAL WAGE(S)

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Weatherization and Repair Team Leader	$ 7,280.00		$
Repair Aides	$ 5,928.00		$
	$		$
	$		$
	$		$
			$

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PROJECT DATA SUMMARY

PROJECT NUMBER
#80 (L10)

PRIME SPONSOR'S NAME AND ADDRESS

State of Illinois
623 E. Monroe Street
Springfield, Illinois 62701

2. PROJECT AGENCY AND ADDRESS

Shawnee Development Council
P.O. Box 298
Karnak, Ill. 62956

NAME OF PROJECT

EMERGENCY ENERGY CONSERVATION (EECP)

PURPOSE OF PROJECT AND BRIEF DESCRIPTION OF WORK TO BE PERFORMED

This project is of a dual nature. The first phase, Crisis Intervention, will provide financial assistance to 429 low-income households by granting a one-time maximum payment of $250 paid directly to the utility/fuel suppliers. In addition, this project will provide energy saving improvements to 45 low-income households and will provide energy related assistance to 474 eligible households. The tasks performed by the second phase, Weatherization, are to insulate, caulk, weather-strip, install storm doors and windows, etc., to low-income housing units in order to cut back on utility cost, resulting in decreased/minimal fuel usage.

NUMBER OF PARTICIPANTS TO BE EMPLOYED IN PROJECT*

3

5. OPERATIONAL DATES

From July 1, 1977 To December 31, 1977

6. PROJECT PUBLIC SERVICE AREAS ("X" appropriate box(es))

Educational		Health & Hospitals		Transportation		Environmental	X	Creative Arts		Recreation & Parks
Law Enforcement		Social Services		Fire Protection		Public Works		Housing	X	Other (specify)

7. PRINCIPLE PUBLIC SERVICE JOB TITLE (a) AND AVERAGE ANNUAL WAGE (b) **

PS JOB TITLE	AVERAGE ANNUAL WAGE	PS JOB TITLE	AVERAGE ANNUAL WAGE
Certifiers (3)	$ 9,573.60		$
	$		$
	$		$
	$		$
	$		$

Table III presents the median project duration by project category. Projects, according to the Act, are limited to twelve months. They may be extended. As such, they are funded as a new project. Thus, a project which extends over an 18 month period may be funded as one 12 month and one 6 month project. Often wages are increased and the number of slots (jobs) changed in the request for refunding of a continuing project.

Those project categories with shorter median project duration include many projects with seasonally related activities. This is particularly evident in the relatively short median duration for Category IV, State and Federal, in which a great deal of the work is related to park and forestry operations.

TABLE III

MEDIAN
PROJECT DURATION BY PROJECT CATEGORY

Category	Median (in months)
I. Pollution Control and Abatement/Energy Conservation	11.4
II. City (Public Works)	10.1
II. County (Public Works)	10.0
IV. State and Federal	9.1
V. Recreation Events/ Special Focus	11.8
VI. Education	10.4
VII. Miscellaneous	12.0
OVERALL MEDIAN	10.6

It is impossible to state unequivocably that x percent of CETA Title VI projects are classified as to a single public service area. To do so requires an arbitrary decision more often than not because the vast majority of the projects have more than one public service area checked as appropriate to the project activity on the data summary sheet. Table IV presents the mean number of public service areas checked per project by project type.

TABLE IV

MEAN NUMBER OF PUBLIC SERVICE AREAS CHECKED PER PROJECT BY PROJECT TYPE

Project Type	No. of Projects N	Mean Number Checked $\bar{X}$
I. Pollution Control and Abatement/Energy	**774**	**1.67**
A. Noise	8	1.22
B. Weed and Pest Control	48	1.58
C. Solid Waste and Landfills	88	1.28
D. Recycling	57	1.37
E. Land Use & Community Planning	121	2.31
F. Pollution Control and Monitoring	41	1.20
G. Sewer and Water		
1. General equipment, non-site maintenance, construction	91	1.98

2. Site Maintenance & Clean-up	43	1.48
3. Plant Operator	16	1.56
4. Miscellaneous Water-Sewer System and Wastewater	30	1.55
5. Water Conservation/Water-Miscellaneous	64	1.33
H. Energy	84	1.52
I. Weatherization	83	1.93
II. City (Public Works)	1,503	2.01
A. Public Buildings	83	1.76
B. Streets and Sidewalks	74	2.09
C. Drainage	110	1.78
D. River Work (brushing-clean up)	93	1.63
E. Community Projects		
1. Unskilled Labor	206	2.43
2. Unskilled & Semi-Skilled/Paraprofessionals	58	3.07

Project Type	No. of Projects N	Mean Number Checked $\overline{X}$
F. General Clean-up	460	1.84
G. Recreation/Parks	341	2.12
H. City Trees	78	1.59
III. County (Public Works)	**802**	**1.85**
A. Public Buildings	43	1.98
B. Roads (brushing, clean-up, maintenance)	280	1.82
C. Drainage & Irrigation–Cleaning out	58	1.64
D. Rivers–Brushing & Clean-up	69	1.63
E. Community Projects		
1. Unskilled Labor	116	2.26
2. Unskilled & Semi-skilled Paraprofessionals	26	2.54

	F. General Clean-up (no roads)	37	1.38
	G. Parks	99	1.89
	H. Forests & Wildlife	74	1.61
IV.	**State and Federal**	**199**	**1.88**
	A. State and Federal Public Buildings (maintenance)	19	1.53
	B. State Roads	3	2.00
	C. State Forestry Management	23	1.40
	D. State Wildlife and Fisheries	47	1.42
	E. State Parks	49	2.07
	F. National Parks and Forests	59	2.37

Project Type	No. of Projects N	Mean Number Checked $\bar{X}$
V. Recreation–Special Focus	**219**	**2.21**
A. Recreation Events and Arts Projects	61	2.20
B. Non-governmental Youth Organizations	58	2.34
C. Historical	54	2.04
D. Fairgrounds/Zoo and Arboretum	46	2.24
VI. Education	**607**	**1.99**
A. Education Project–Non-school	45	1.89
B. Research	38	1.35
C. Schools–Environmental Site Development, maintenance	36	2.08
D. Public Maintenance/Repair and Construction	333	2.12

	E. Colleges Maintenance/Repair and Construction	120	1.67
	F. Miscellaneous Public Schools	35	2.56
VII.	**Miscellaneous**	**540**	**2.05**
	A. Soil and Water Conservation (Districts)	60	1.43
	B. Buildings	74	1.77
	C. Cemeteries	52	1.63
	D. Low Income Housing	141	2.18
	E. Social Services	45	3.41
	F. Gardening	30	1.77
	G. Tree Cutting and Firewood Provision	18	1.71
	H. Miscellaneous	120	2.13
	TOTAL	**4,644**	**1.93**

The multiciplicity of public service areas checked is a further indication of the lack of directives or guidelines to promote a standardization or control on the selection. This lack of uniformity not only ensures confusion as to proper category designation, but also promotes the likelihood that projects which are environmental in intent and practice may be placed in another category, i.e., public works, by persons indicating the appropriate public service area.

In many instances, the project description supports the classification of the project into two or three appropriate public service areas. Often, however, the project description is such that there would be little disagreement as to designating the project as fitting wholly into one public service area in accordance with generally accepted definitions. It is open to question whether additional public service areas were indicated because of unclear demarcations or because it was thought that additional public service areas might increase the probability of the project funding approval.

Projects for the conduct of activities typical of the responsibilities of a municipal public works department or a city or county street or highway department are particularly subject to this question.

SAMPLE DISTRIBUTION BY STATE AND REGION

Tables V and VI present the numbers of prime sponsors, projects, and slots (jobs) in the sample by State and by Federal Region. Care should be taken not to extrapolate any comparative data based on these figures because of the variance in the extent to which the DOL files were complete. That is, some of the States may have all the fiscal year 1978 "environmental" projects included in the sample; others may have a very small percentage represented. The figures in Tables V and VI are informational only with regard to the composition of the sample.

California leads the states in number of projects in the sample with 537 (36 of the state's 37 prime sponsors are represented); Michigan ranks second with 410 projects (18 of 23 prime sponsors), Wisconsin is third with 351 projects (9 of 10 prime sponsors), Georgia ranks fourth with 282 projects (5 of 11 prime sponsors), followed by Oregon with 228 projects (all 7 prime sponsors represented), and New York and Florida rank sixth with 214 projects (New York with 24 of 29 and Florida with 16 of 20 prime sponsors included). The sample includes projects from 328 of 432 prime sponsors. Michigan's projects employed 3,638 persons, nearly equaling California with 3,646 employed. Florida's environmental projects employed 2,829 for third highest, Pennsylvania's projects employed 2,342, and Georgia's 2,262. A list of the prime sponsors with projects in the sample is included as Appendix B.

Region V far outstrips the others in number of projects (1,260) and leads in number of slots (9,672). Michigan and Wisconsin contributed heavily to these totals. Region IV ranks second with 807 projects and 9,020 slots. Georgia and Florida are chief contributors to the ranking. Region IX is third with 598 projects and 4,245 slots. California accounted for 86% of the slots and nearly 90% of the projects in Region IX. Region VII with 143 projects and 1,098 slots, and Region I with 147 projects and 1,411 slots are the two Regions with the fewest projects and slots in the sample.

TABLE V

PRIME SPONSORS, PROJECTS, & SLOTS (JOBS) BY STATE

TABLE VI

PRIME SPONSORS, PROJECTS, & SLOTS (JOBS) BY FEDERAL REGION

TABLE VII

TYPE OF PROJECT BY FEDERAL REGION

TABLE V

PRIME SPONSORS, PROJECTS, AND SLOTS (JOBS) BY STATE

State	Total Prime Sponsors	Prime Sponsors in Sample	Projects in Sample	Number Slots (jobs) in Sample Projects
Alabama	6	3	65	795
Alaska	2	2	4	44
Arizona	4	3	29	501
Arkansas	3	2	31	495
California	37	36	537	3,646
Colorado	10	9	89	674
Connecticut	6	4	18	414
Delaware	2	1	2	7

Florida	20	16	214	2,829
Georgia	11	5	282	2,262
Hawaii	2	1	14	54
Idaho	1	1	48	274
Illinois	21	15	187	1,454
Indiana	15	6	21	339
Iowa	6	5	44	225
Kansas	5	3	32	121
Kentucky	5	4	37	437
Louisiana	9	4	29	277
Maine	4	4	40	90
Maryland	5	3	51	845
Massachusetts	9	6	55	678
Michigan	23	18	410	3,638
Minnesota	10	8	119	540

State	Total Prime Sponsors	Prime Sponsors in Sample	Projects in Sample	Number Slots (jobs) in Sample Projects
Mississippi	3	1	33	1,049
Missouri	9	6	44	451
Montana	2	1	17	89
Nebraska	3	3	23	301
Nevada	3	3	18	44
New Hampshire	3	2	20	120
New Jersey	22	13	124	971
New Mexico	2	2	46	538
New York	29	24	214	1,750
North Carolina	13	13	90	646
North Dakota	1	1	19	92

Ohio	20	20	172	2,012
Oklahoma	6	3	164	748
Oregon	7	7	228	1,015
Pennsylvania	31	20	146	2,342
Rhode Island	2	2	8	61
South Carolina	1	1	22	338
South Dakota	1	1	46	180
Tennessee	7	3	64	666
Texas	26	20	130	1,047
Utah	1	1	65	237
Vermont	1	1	6	48
Virginia	10	4	46	672
Washington	8	6	165	691

State	Total Prime Sponsors	Prime Sponsors in Sample	Projects in Sample	Number Slots (jobs) in Sample Projects
West Virginia	1	1	4	36
Wisconsin	10	9	351	1,689
Wyoming	1	1	21	104
TOTAL	432	328	4,644	38,576

TABLE VI

PRIME SPONSORS, PROJECTS, AND SLOTS (JOBS) BY FEDERAL REGION

Region	Total Prime Sponsors	Prime Sponsors in Sample	Projects in Sample	Number Slots (jobs) in Sample Projects
Region I	25	19	147	1,411
Region II	51	37	338	2,721
Region III	49	29	249	3,902
Region IV	59	46	807	9,022
Region V	99	76	1,260	9,672
Region VI	46	31	400	3,105
Region VII	23	17	143	1,098
Region VIII	16	14	257	1,376
Region IX	46	43	598	4,245
Region X	18	16	445	2,024
TOTAL	432	328	4,644	38,576

TABLE VII

Category	I	II	III	IV
I. Pollution Control and Abatement/Energy				
A. Noise	0	0	1	0
B. Weed and Pest Control	0	2	0	9
C. Solid Waste & Landfills	9	7	2	19
D. Recycling	2	3	5	0
E. Land Use and Community Planning	11	4	5	12
F. Pollution Control and Monitoring	2	7	3	3
G. Sewer & Water				
1. General equipment, non-site maintenance, construction	1	8	6	17
2. Site Maintenance & Clean-up	1	4	4	7
3. Plant Operator	0	0	0	4
4. Miscellaneous Water-Sewer System & Wastewater	3	1	2	1
5. Water Conservation/ Water-Misc.	1	2	2	2
H. Energy	5	6	2	8
I. Weatherization	1	7	1	11
Category I Total	**36**	**54**	**33**	**93**
II. City (Public Works)				
A. Public Buildings	3	4	1	29
B. Streets & Sidewalks	0	3	4	21
C. Drainage	1	8	6	53
D. River Work (brushing-clean up)	7	13	12	12
E. Community Projects				
1. Unskilled Labor	9	13	11	35
2. Unskilled & Semi-skilled/Para-professionals	1	0	4	16
F. General Clean-up	14	11	24	122
G. Recreation/Parks	18	40	15	36
H. City Trees	6	2	3	10
Category II Total	**59**	**94**	**80**	**334**

TYPE OF PROJECT BY FEDERAL REGION

V	VI	VII	VIII	IX	X	TOTAL
4	0	0	0	2	1	8
6	9	4	4	4	10	48
15	7	4	7	8	10	88
5	0	1	5	11	25	57
31	6	5	5	17	25	121
2	4	1	1	11	7	41
14	13	2	7	16	7	91
10	7	3	1	5	1	43
2	4	2	0	0	4	16
13	1	2	1	3	3	30
3	1	1	3	36	13	64
21	0	2	1	18	21	84
40	2	2	4	9	6	83
166	**54**	**29**	**38**	**138**	**133**	**774**
15	9	5	6	8	3	83
16	12	1	6	8	3	74
12	20	0	4	2	4	110
26	3	4	3	7	6	93
71	11	13	12	20	11	206
16	4	5	1	7	4	58
72	114	18	43	27	15	460
117	24	11	24	28	28	341
30	1	4	14	7	1	78
375	**198**	**61**	**113**	**114**	**75**	**1,503**

Category	I	II	III	IV
III. County (Public Works)				
A. Public Buildings	0	4	7	14
B. Roads (brushing, clean-up, maintenance)	1	23	17	79
C. Drainage & Irrigation–Cleaning Out	1	4	4	8
D. Rivers–Brushing & Clean-up	0	17	15	4
E. Community Projects				
1. Unskilled Labor	0	9	6	20
2. Unskilled & Semi-skilled/Paraprofessionals	0	2	4	6
F. General Clean-up (no roads)	0	4	1	13
G. Parks	1	9	9	22
H. Forests & Wildlife	5	10	5	1
Category III Total	**8**	**82**	**68**	**167**
IV. State and Federal				
A. State and Federal Public Buildings (maintenance)	0	0	1	2
B. State Roads	0	1	0	0
C. State Forestry Management	1	6	0	3
D. State Wildlife and Fisheries	1	3	0	3
E. State Parks	0	6	3	5
F. National Parks and Forests	0	0	0	1
Category IV Total	**2**	**16**	**4**	**14**

V	VI	VII	VIII	IX	X	TOTAL
10	0	0	2	5	1	43
97	30	8	8	11	6	280
25	9	0	0	5	2	58
20	2	1	1	7	2	69
45	4	3	5	19	5	116
11	1	1	0	1	0	26
5	7	0	3	3	1	37
44	5	0	3	4	2	99
31	1	4	3	8	6	74
288	**59**	**17**	**25**	**63**	**25**	**802**
2	5	0	1	4	4	19
1	0	0	0	1	0	3
4	0	0	6	1	1	22
17	0	4	1	3	15	47
18	0	1	2	8	6	49
1	0	0	6	32	19	59
43	**5**	**5**	**16**	**49**	**45**	**199**

Category	I	II	III	IV
V. Recreation–Special Focus				
A. Recreation Events and Arts Projects	3	8	2	10
B. Non-governmental Youth Organizations	7	4	10	4
C. Historical	0	12	6	1
D. Fairgrounds/Zoo and Arboretum	0	3	1	4
Category V Total	**10**	**27**	**19**	**19**
VI. Education				
A. Education Project–Non-School	2	2	1	2
B. Research	0	3	0	4
C. Schools–Environmental Site Development, maintenance	0	3	5	2
D. Public Maintenance/Repair & Construction	2	9	11	68
E. Colleges Maintenance/Repair & Construction	3	11	7	23
F. Misc. Public Schools	2	1	0	5
Category VI Total	**9**	**29**	**24**	**104**
VIII. Miscellaneous				
A. Soil & Water Conservation (Districts)	3	5	5	2
B. Buildings	2	12	3	8
C. Cemeteries	1	8	1	6
D. Low Income Housing	5	2	4	38
E. Social Services	1	1	0	6
F. Gardening	3	2	3	0
G. Tree Cutting & Firewood Provision	4	2	0	1
H. Miscellaneous	4	4	5	15
Category VII Total	**23**	**36**	**21**	**76**
TOTAL	**147**	**338**	**249**	**807**

V	VI	VII	VIII	IX	X	TOTAL
15	1	0	3	13	6	61
16	1	1	3	6	6	58
12	2	2	3	9	7	54
13	1	1	5	9	9	46
56	**5**	**4**	**14**	**37**	**28**	**219**
12	0	2	1	8	15	45
14	1	1	2	4	9	38
12	0	2	2	9	1	36
93	41	3	13	62	31	333
28	7	5	3	20	13	120
16	1	1	4	4	1	35
175	**50**	**14**	**25**	**107**	**70**	**607**
24	4	1	1	3	12	60
23	8	1	3	7	7	74
14	5	0	7	2	8	52
34	3	2	8	33	12	141
13	2	3	2	10	7	45
5	1	1	2	7	6	30
7	0	3	0	1	0	18
37	6	2	2	28	17	120
157	**29**	**13**	**25**	**91**	**69**	**540**
1,260	**400**	**143**	**257**	**598**	**445**	**4,644**

SALARY DATA

Salaries By Slot (Job) Type

The following series of tables presents salary data specific to job type categories. Jobs were categorized following careful reading of the project data summary sheet. Project activities, job descriptions (when available), and job titles were used to determine the category. The third edition of the Dictionary of Occupational Titles was often consulted to confirm a designation. Job types used are:

Unskilled Labor
Semi-skilled and Skilled Labor
Clerical
Supervisory
Paraprofessional/Technical
Professional

The division points for salary categories were determined by the most frequent breakpoints on the project data summary sheets. It was found that the salaries commonly grouped around $20 a week incremental differences. Thus, the lowest category represents earnings of $100 a week, or less; the second category represents earnings equivalent to $101 to $120 a week; the third, from $121 to $130 a week; and so forth. Although under CETA the highest annual pay rate is set at $10,000, several positions were listed above that sum. It can only be assumed that the balance was met through other funding sources.

The last table in this series presents the median annual salary distribution by slot (job) type for each of the sample categories. A brief discussion of salaries and job types follows the tables.

TABLE VIII (Series)

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

VIII A. Unskilled Labor

VIII B. Semi-skilled/Skilled Labor

VIII C. Clerical

VIII D. Supervisory

VIII E. Paraprofessional/Technical

VIII F. Professional

VIII G. Median – Salary Distribution by Slot (Job) Type

TABLE VIII A.

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	4
B. Weed & Pest Control	33	231	29
C. Solid Waste & Landfills	38	40	89
D. Recycling	6	7	25
E. Land Use and Community Planning	0	4	45
F. Pollution Control and Monitoring	1	22	10
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	39	44	123
2. Site Maintenance and clean-up	10	23	40
3. Plant Operator	0	15	17
4. Miscellaneous Water-Sewer System and Wastewater	0	13	0
5. Water Conservation/ Water-Miscellaneous	0	58	24
H. Energy	0	48	65
I. Weatherization	29	240	109
TOTAL	**156**	**745**	**580**

UNSKILLED LABOR

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	0	3		8
157	16	1		467
117	25	2		311
18	18	8		82
1	0	0		50
12	0	0		45
94	45	25		370
66	32	36		207
0	8	0		40
10	3	0		26
97	12	5		196
25	24	0		162
159	50	7		594
757	**233**	**87**		**2,558**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	57	103	75
B. Streets & Sidewalks	32	76	112
C. Drainage	258	179	139
D. River Work (brushing-clean-up)	22	271	217
E. Community Projects			
1. Unskilled Labor	213	260	303
2. Unskilled & Semi-skilled/ Paraprofessionals	66	124	184
F. General Clean-up	417	627	595
G. Recreation/ Parks	128	438	467
H. City Trees	8	108	38
TOTAL	**1,201**	**2,186**	**2,130**
III. County (Public Works)			
A. Public Buildings	33	23	52
B. Roads (brushing, clean-up maintenance)	473	852	737
C. Drainage & Irrigation	67	124	275
D. Rivers-Brushing & Clean-up	0	157	261
E. Community Projects			
1. Unskilled Labor	169	276	531
2. Unskilled & Semi-skilled/ Paraprofessionals	6	82	84
F. General Clean-up	323	366	84
G. Parks	23	215	233
H. Forests & Wildlife	0	45	317
TOTAL	**1,094**	**2,140**	**2,574**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
69	78	64		446
63	59	315		657
77	58	22		733
233	168	54		965
325	154	143	10	1,408
54	23	18		469
950	742	1,473		4,804
583	282	272		2,170
119	78	55		406
2,473	**1,642**	**2,416**	**10**	**12,058**

19	18	67		212
462	138	74		2,736
107	76	33		682
226	83	44		771
162	62	0		1,200
4	0	5		181
17	25	10		825
302	112	21		906
65	114	28		569
1,364	**628**	**282**		**8,082**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	2	25	40
B. State Roads	0	0	0
C. State Forestry Maintenance	0	109	47
D. State Wildlife and Fisheries	1	33	24
E. State Parks	5	17	96
F. National Parks and Forests	2	24	111
TOTAL	**10**	**208**	**318**

V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	6	27	4
B. Non-governmental Youth Organizations	13	27	76
C. Historical	17	86	62
D. Fairgrounds/Zoo and Arboretum	21	41	43
TOTAL	**57**	**181**	**185**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
16	3	3		89
24	6	0		30
22	100	0		278
46	37	0		141
86	48	33		285
232	19	22		410
426	**213**	**58**		**1,233**
20	9	0		66
35	50	29		230
54	0	11		230
69	14	27		215
178	**73**	**67**		**741**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-school	1	5	73
B. Research	4	18	0
C. Schools–Environmental Site Development, maintenance	7	66	16
D. Public Maintenance/Repair and Construction	380	430	446
E. Colleges Maintenance/Repair and Construction	51	222	107
F. Miscellaneous Public Schools	22	55	9
TOTAL	**465**	**796**	**651**

VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	56	88
B. Buildings	23	34	105
C. Cemeteries	22	46	29
D. Low Income Housing	72	398	263
E. Social Services	6	36	11
F. Gardening	10	15	13
G. Tree Cutting and Firewood Provision	0	27	29
H. Miscellaneous	75	35	82
TOTAL	**208**	**647**	**620**
GRAND TOTAL	**3,191**	**7,003**	**7,058**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		79
12	12	0		46
28	35	23		175
375	733	159		2,523
144	109	41		674
7	38	0		131
566	**927**	**223**		**3,628**
56	0	3		203
129	76	16		383
51	35	26		209
157	138	88		1,116
36	6	0		95
19	6	3		66
71	16	10		153
95	83	65		435
614	**360**	**211**		**2,660**
6,378	**4,076**	**3,344**	**10**	**30,960**

TABLE VIII B.

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	3
C. Solid Waste & Landfills	0	6	7
D. Recycling	0	0	1
E. Land Use and Community Planning	1	9	41
F. Pollution Control and Monitoring	0	2	17
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	4	1
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	1	7
4. Miscellaneous Water Sewer System and Wastewater	0	0	5
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	11
I. Weatherization	0	0	0
TOTAL	1	22	93

SEMI-SKILLED/SKILLED LABOR

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
5	0	1		9
9	16	13		51
1	6	0		8
120	8	47		226
12	33	0		64
5	23	19		52
0	17	22		39
9	8	1		26
2	5	11		23
23	2	20		45
3	26	0		40
1	1	6		8
190	**145**	**140**		**591**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	5	12	6
B. Streets & Sidewalks	0	0	9
C. Drainage	0	2	6
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	2	2	1
2. Unskilled and Semi-skilled/ Paraprofessionals	0	2	8
F. General Clean-up	0	4	4
G. Recreation/Parks	0	3	14
H. City Trees	0	0	0
TOTAL	**7**	**25**	**48**
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	4
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	10	13	0
E. Community Projects			
1. Unskilled Labor	0	1	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	3
F. General Clean-up	0	0	0
G. Parks	0	0	12
H. Forest & Wildlife	0	0	0
TOTAL	**10**	**14**	**19**

$7,281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
1	20	49		93
0	1	2		12
8	1	1		18
0	9	1		10
3	3	4		15
1	7	9		27
10	21	29		68
9	30	14		70
8	2	6		16
40	**94**	**115**		**329**

2	4	6		12
10	4	3		21
0	1	1		2
0	11	5		39
5	0	3		9
6	16	9		34
0	3	0		3
0	3	21		36
0	0	0		0
23	**42**	**48**		**156**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	0	0	0
F. National Parks and Forests	0	0	1
TOTAL	**0**	**0**	**1**
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	1
B. Non-governmental Youth Organizations	0	1	0
C. Historical	0	1	4
D. Fairgrounds/Zoo and Arboretum	0	2	0
TOTAL	**0**	**4**	**5**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	0	0		1
0	0	0		0
1	0	0		1
0	0	0		0
3	4	2		9
1	1	1		4
6	5	3		15
4	2	0		7
2	0	5		8
15	4	16		40
0	4	2		8
21	10	23		63

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project—Non-School	1	0	0
B. Research	0	0	0
C. Schools—Environmental Site Development, maintenance	0	0	5
D. Public Maintenance/Repair and Construction	2	19	20
E. Colleges Maintenance/Repair and Construction	0	0	4
F. Miscellaneous Public Schools	0	0	0
TOTAL	3	19	29
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	0	0	1
C. Cemeteries	0	0	0
D. Low Income Housing	0	0	1
E. Social Services	0	0	1
F. Gardening	0	0	3
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	4
TOTAL	0	0	7
GRAND TOTAL	21	84	202

$7,281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
0	2	0		3
0	0	0		0
0	1	2		8
48	43	43		175
8	7	12		31
1	1	0		2
57	**54**	**57**		**219**
1	6	0		7
11	5	7		24
0	1	4		5
8	21	22		52
0	0	11		12
0	3	0		3
0	0	0		0
3	7	2		16
23	**43**	**46**		**119**
360	**393**	**432**		**1,492**

TABLE VIII C.

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	3	0
C. Solid Waste & Landfills	1	3	3
D. Recycling	0	0	0
E. Land Use and Community Planning	2	6	14
F. Pollution Control and Monitoring	7	1	1
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	1	0
2. Site Maintenance and clean-up	0	1	1
3. Plant Operator	0	0	1
4. Miscellaneous Water Sewer System and Wastewater	0	0	3
5. Water Conservation/ Water-Miscellaneous	1	1	5
H. Energy	0	8	8
I. Weatherization	3	16	21
TOTAL	14	40	57

CLERICAL

$7.281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
0	0	0		0
1	0	0		4
0	8	0		15
3	4	0		7
11	6	7		46
6	1	0		16
1	0	0		2
2	2	0		6
0	0	0		1
1	0	0		4
12	1	0		20
5	9	0		30
6	2	1		49
48	**33**	**8**		**200**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	1
C. Drainage	0	1	2
D. River Work (brushing-clean-up)	0	1	2
E. Community Projects			
1. Unskilled Labor	3	5	15
2. Unskilled and Semi-skilled/ Paraprofessionals	2	3	32
F. General Clean-up	9	13	10
G. Recreation/Parks	10	4	12
H. City Trees	0	0	1
TOTAL	24	27	75
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	10	12	4
C. Drainage & Irrigation	1	0	3
D. Rivers-Brushing & Clean-up	1	7	1
E. Community Projects			
1. Unskilled Labor	11	6	6
2. Unskilled and Semi-skilled/ Paraprofessionals	4	10	11
F. General Clean-up	4	1	3
G. Parks	4	4	7
H. Forest & Wildlife	0	2	3
TOTAL	35	42	38

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	1		2
0	2	0		5
0	0	0		3
4	2	0		29
17	4	5		63
4	6	9		51
0	3	0		29
1	1	0		3
26	**18**	**15**		**185**
0	0	2		2
1	1	0		28
1	0	0		5
0	1	0		10
50	2	6		81
4	0	1		30
0	0	0		8
5	2	1		23
0	1	1		7
61	**7**	**11**		**194**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	1
B. State Roads	0	0	0
C. State Forestry Maintenance	0	3	0
D. State Wildlife and Fisheries	1	3	5
E. State Parks	2	0	2
F. National Parks and Forests	0	0	7
TOTAL	3	6	15
V. Recreation— Special Focus			
A. Recreation Events and Arts Projects	1	1	1
B. Non-governmental Youth Organizations	0	2	3
C. Historical	2	4	7
D. Fairgrounds/Zoo and Arboretum	0	2	0
TOTAL	3	9	11

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		1
1	0	0		1
4	0	0		7
1	1	14		25
4	0	0		8
5	0	0		12
15	**1**	**14**		**54**

4	3	0		10
1	0	0		6
6	0	1		20
0	0	0		2
11	**3**	**1**		**38**

VI. Education	**$4,160-5,200**	**$5,201-6,240**	**$6,241-7,280**
A. Education Project–Non-School	0	2	5
B. Research	0	3	4
C. Schools–Environmental Site Development, maintenance	2	0	0
D. Public Maintenance/Repair and Construction	4	12	10
E. Colleges Maintenance/Repair and Construction	0	3	1
F. Miscellaneous Public Schools	0	5	35
TOTAL	**6**	**25**	**55**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	4	3
B. Buildings	1	9	2
C. Cemeteries	0	0	1
D. Low Income Housing	2	6	12
E. Social Services	2	5	8
F. Gardening	2	0	2
G. Tree Cutting and Firewood Provision	0	1	2
H. Miscellaneous	2	11	12
TOTAL	**9**	**36**	**42**
GRAND TOTAL	**94**	**185**	**293**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
2	1	1		11
0	0	1		8
2	0	0		4
4	1	0		31
0	0	0		4
1	6	0		47
9	**8**	**2**		**105**
2	0	0		9
2	3	1		18
1	0	0		2
11	0	0		31
5	3	0		23
2	0	0		6
0	2	0		5
12	1	1		39
35	**9**	**2**		**133**
205	**79**	**53**		**909**

TABLE VIII D.

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	4	31
C. Solid Waste & Landfills	0	4	5
D. Recycling	0	0	1
E. Land Use and Community Planning	0	0	0
F. Pollution Control and Monitoring	0	0	2
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	1	2	3
2. Site Maintenance and clean-up	0	0	2
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	1	0
II. Energy	0	0	0
I. Weatherization	2	4	23
TOTAL	**3**	**15**	**67**

SUPERVISORY

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
16	0	0		51
5	1	10		25
2	11	2		16
11	4	18		33
1	3	1		7
9	6	3		24
1	3	1		7
0	0	0		0
1	0	1		2
7	0	5		13
10	8	12		30
7	28	24		88
70	**64**	**77**		**296**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	5	2
B. Streets & Sidewalks	0	0	12
C. Drainage	1	12	7
D. River Work (brushing-clean-up)	0	2	11
E. Community Projects			
1. Unskilled Labor	2	14	29
2. Unskilled and Semi-skilled/ Paraprofessionals	0	6	1
F. General Clean-up	2	35	26
G. Recreation/Parks	11	6	20
H. City Trees	0	2	3
TOTAL	**16**	**82**	**111**
III. County (Public Works)			
A. Public Buildings	1	1	0
B. Roads (brushing, clean-up maintenance)	0	19	46
C. Drainage & Irrigation	6	0	16
D. Rivers-Brushing & Clean-up	0	2	21
E. Community Projects			
1. Unskilled Labor	0	3	47
2. Unskilled and Semi-skilled/ Paraprofessionals	0	1	2
F. General Clean-up	0	0	15
G. Parks	4	5	13
H. Forest & Wildlife	0	0	10
TOTAL	**11**	**31**	**170**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
10	4	20		41
8	2	4		26
16	10	10		56
23	17	20		73
27	52	11		135
5	6	10		28
55	78	185		381
45	24	59		165
8	13	8		34
197	**206**	**327**		**939**

4	4	3		13
74	30	46		215
45	14	5		86
38	34	17		112
7	12	7		76
9	1	2		15
39	1	4		59
19	18	28		87
32	13	7		62
267	**127**	**119**		**725**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	4
D. State Wildlife and Fisheries	0	0	0
E. State Parks	0	2	2
F. National Parks and Forests	0	0	0
TOTAL	**0**	**2**	**6**
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	4
B. Non-governmental Youth Organizations	0	2	10
C. Historical	0	6	1
D. Fairgrounds/Zoo and Arboretum	0	2	5
TOTAL	**0**	**10**	**20**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
2	2	1		5
0	0	0		0
5	3	14		26
3	6	1		10
6	8	5		23
22	19	8		49
38	**38**	**29**		**113**

2	7	3		16
5	7	15		39
10	8	6		31
5	4	4		20
22	**26**	**28**		**106**

VI. Education	**$4,160-5,200**	**$5,201-6,240**	**$6,241-7,280**
A. Education Project–Non-School	**0**	**0**	**0**
B. Research	**0**	**0**	**0**
C. Schools–Environmental Site Development, maintenance	**0**	**1**	**1**
D. Public Maintenance/Repair and Construction	**5**	**7**	**18**
E. Colleges Maintenance/Repair and Construction	**0**	**2**	**4**
F. Miscellaneous Public Schools	**0**	**0**	**0**
TOTAL	**5**	**10**	**23**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	**0**	**0**	**3**
B. Buildings	**0**	**1**	**3**
C. Cemeteries	**0**	**0**	**3**
D. Low Income Housing	**1**	**4**	**9**
E. Social Services	**2**	**0**	**2**
F. Gardening	**0**	**1**	**0**
G. Tree Cutting and Firewood Provision	**0**	**1**	**3**
H. Miscellaneous	**0**	**1**	**4**
TOTAL	**3**	**8**	**27**
GRAND TOTAL	**38**	**158**	**424**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	7	0		7
0	0	2		2
1	2	2		7
21	44	26		121
7	11	14		38
2	1	0		3
31	**65**	**44**		**178**
5	6	9		23
6	4	6		20
5	2	3		13
34	29	20		97
6	4	7		21
0	3	6		10
5	0	9		18
7	9	11		32
68	**57**	**71**		**234**
693	**583**	**695**		**2,591**

TABLE VIII E.

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	1
D. Recycling	0	0	1
E. Land Use and Community Planning	0	0	13
F. Pollution Control and Monitoring	0	0	0
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	11
I. Weatherization	0	0	0
TOTAL	**0**	**0**	**26**

PARAPROFESSIONAL/TECHNICAL

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	1	5		6
2	0	0		2
6	12	11		30
11	16	16		44
47	53	45		158
3	3	13		19
0	0	8		8
0	0	0		0
0	0	0		0
0	2	4		6
0	7	30		37
30	24	38		103
22	2	15		39
121	**120**	**185**		**452**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	3	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	1
E. Community Projects			
1. Unskilled Labor	0	3	3
2. Unskilled and Semi-skilled/ Paraprofessionals	0	4	3
F. General Clean-up	2	14	9
G. Recreation/Parks	0	3	12
H. City Trees	0	0	0
TOTAL	5	24	28
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	3	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	2
E. Community Projects			
1. Unskilled Labor	0	0	2
2. Unskilled and Semi-skilled/ Paraprofessionals	0	3	3
F. General Clean-up	0	0	0
G. Parks	0	1	0
H. Forest & Wildlife	0	0	4
TOTAL	0	7	11

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		3
0	1	1		2
0	1	5		6
2	1	1		5
4	0	6		16
29	54	117		207
9	10	20		64
11	16	23		65
4	1	1		6
59	**84**	**174**		**374**

0	0	0		0
2	2	5		12
1	0	9		10
0	1	8		11
3	5	2		12
8	18	8		40
0	1	0		1
1	1	7		10
10	10	11		35
25	**38**	**50**		**131**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	2	0
E. State Parks	0	0	2
F. National Parks and Forests	0	0	2
TOTAL	**0**	**2**	**4**
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	4	14	50
B. Non-governmental Youth Organizations	6	1	9
C. Historical	1	0	11
D. Fairgrounds/Zoo and Arboretum	0	5	2
TOTAL	**11**	**20**	**72**

$7,281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
0	0	1		1
0	0	0		0
1	0	2		3
5	29	7		43
6	39	8		55
6	13	3		24
18	**81**	**21**		**126**

15	53	11		147
8	5	0		29
15	14	25		66
6	7	0		20
44	**79**	**36**		**262**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project—Non-School	5	0	7
B. Research	0	2	3
C. Schools—Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	1	2
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	15	4
TOTAL	**5**	**18**	**16**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	5
B. Buildings	0	0	0
C. Cemeteries	0	0	0
D. Low Income Housing	0	1	1
E. Social Services	0	19	31
F. Gardening	1	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	2	7
TOTAL	**1**	**22**	**44**
GRAND TOTAL	**22**	**93**	**201**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
5	19	37		73
10	32	30		77
0	0	7		7
1	3	0		7
3	5	3		11
11	23	5		58
30	**82**	**82**		**233**
20	26	18		69
1	0	4		5
2	0	0		2
1	12	19		34
17	26	45		138
19	5	12		37
3	1	0		4
19	50	54		132
82	**120**	**152**		**421**
379	**604**	**700**		**1,999**

TABLE VIII F.

SALARY DISTRIBUTION BY SLOT(JOB) TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	1	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	0
D. Recycling	0	0	0
E. Land Use and Community Planning	0	0	0
F. Pollution Control and Monitoring	0	0	0
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	0
I. Weatherization	0	0	0
TOTAL	**0**	**1**	**0**

PROFESSIONAL

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		1
1	2	8		11
1	0	3		4
0	0	4		4
2	3	43		48
0	0	3		3
0	0	0		0
0	0	0		0
0	0	0		0
0	5	3		8
0	1	9		10
0	0	29		29
0	0	0		0
4	**11**	**102**		**118**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Recreation/Parks	0	0	0
H. City Trees	0	0	0
TOTAL	**0**	**0**	**0**
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	0	0
H. Forest & Wildlife	0	0	0
TOTAL	**0**	**0**	**0**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	3	1	2	6
0	0	0	6	6
0	0	0		0
0	0	0		0
0	0	0		0
0	0	2		2
0	1	0		1
0	2	11		13
0	0	0		0
0	**6**	**14**	**8**	**28**

0	0	0		0
0	2	0		2
0	0	1		1
0	0	0		0
0	0	0		0
0	0	2		2
0	0	0		0
0	0	0		0
0	0	0		0
0	**2**	**3**		**5**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	0	0	0
F. National Parks and Forests	0	0	0
TOTAL	**0**	**0**	**0**

V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	0	0	3
B. Non-governmental Youth Organizations	0	1	0
C. Historical	0	0	0
D. Fairgrounds/Zoo and Arboretum	0	0	0
TOTAL	**0**	**1**	**3**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	3	2		5
0	0	2		2
0	**3**	**4**		**7**
59	20	47		129
2	5	4		12
1	1	9		11
0	1	3		4
62	**27**	**63**		**156**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School	0	0	0
B. Research	0	0	0
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**0**	**0**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	0	0	0
C. Cemeteries	0	0	0
D. Low Income Housing	0	0	0
E. Social Services	0	0	0
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	0
TOTAL	**0**	**0**	**0**
GRAND TOTAL	**0**	**2**	**3**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
3	3	33		39
0	0	6		6
0	1	6		7
0	2	3		5
0	2	7		9
0	5	17		22
3	**13**	**72**		**88**
0	1	0	0	1
0	0	0	0	0
0	0	0	0	0
0	1	1	92	94
0	1	8	0	9
0	0	5	0	5
0	3	2	0	5
0	2	4	105	111
0	**8**	**20**	**197**	**225**
69	**70**	**278**	**205**	**627**

TABLE VIII G.

MEDIAN

CATEGORY	Unskilled Labor	Semi and Skilled	Clerical
I. Pollution Control and Abatement/Energy	$6920	$8266	$7089
II. City (Public Works)	7497	8819	6823
III. County (Public Works)	6561	8631	6802
IV. State and Federal	7479	8529	7524
V. Recreation–Special Focus	7006	8529	6950
VI. Education	7152	8360	6657
VII. Miscellaneous	7039	9047	6786
OVERALL MEDIAN	**$7039**	**$8531**	**$6866**

SALARY DISTRIBUTION BY SLOT (JOB) TYPE

Supervisory	Paraprofessional /Technical	Professional	TOTAL
$8224	$9010	$9805	$7532
8644	9206	9695	7639
7870	8950	9708	6706
8622	8826	9621	7692
8381	7955	8802	7561
8649	8930	9773	7430
8522	8858	9699	7437
$8297	**$8846**	**$9614**	**$7315**

The comparatively low median salary of unskilled labor and supervisory personnel in Category III (County) substantially lowers the overall median. Category I (Pollution Control and Abatement/Energy Conservation) compares favorably with the overall median. This is a result of the category's first place position for professionals (the median is only $195 less than the maximum salary allowed under Title VI) and the second place ranking of the median salaries for paraprofessionals and clerical workers. Category I has the lowest median for semiskilled labor and the second lowest median for unskilled labor and supervisory personnel.

It should be noted that with minimum wage at $2.90 an hour, the annual wage is $6,032. All of the job types show a median annual salary substantially above that. There were, however, many instances, especially among unskilled laborers and clerical workers, in which the annual wage rate was far below minimum wage.

State and Federal projects (Category IV) produced the highest median salary level by category. It is interesting to note that the job types in which Category I ranked high (professional, paraprofessional, and clerical) Category IV ranked next to last in the latter two, and first in the former.

Some geographic peculiarities were found. As would be expected there were overall regional differences which reflect variances in cost of living. Generally, salaries were highest in the Northwest and lowest in the Southeast. The differences of note were those which pertain to specific job types. In the South, there was generally a substantial jump in wages paid to semi-skilled and supervisory personnel as compared with the wages of unskilled labor. This gap between the unskilled and others was much more noticeable than for other parts of the nation. Clerical positions were exceptionally low paid in the Southeast, often at rates lower than those for unskilled laborers. Paraprofessionals and supervisory personnel enjoyed the highest salary level in the Northwest, often surpassing the level paid professionals elsewhere.

Salaries By Project Agency Type

This series of tables presents comparative salary data according to project agency type. The project agency name and address is indicated on the project data summary sheet. Nine types of project agencies were identified, they are:

1. City government
2. County government
3. State government
4. Federal Government
5. Schools
    a. Elementary
    b. Secondary
    c. Post-Secondary
6. Special Districts
    a. Soil and Water Conservation
    b. Fire
    c. Park
    d. Other
7. Other Public
    a. Cooperative Extension Service
    b. National Guard
    c. Transit Authority
    d. Other
8. Non-Profit Organizations
    a. YM-YWCA
    b. Boy Scouts/Girl Scouts
    c. Other
9. Indian (Tribal Councils)

The salary categories are the same as in the previous table series. Some sample categories in this table series have no entries beside them because, due to the parallel nature of some project categories, especially II City (Public Works) and III County (Public Works), and project agency types, i.e., City Government and County Government, the categories are exclusive.

The last table in the series presents the median annual salary distribution by project agency type for each of the sample categories. A brief discussion of salary data relative to the project agency type follows the tables.

TABLE IX (Series)

SALARY DISTRIBUTION
BY PROJECT AGENCY TYPE

IX A. City
IX B. County
IX C. State
IX D. Federal
IX E. School
IX F. Special District
IX G. Other Public
IX H. Non-Profit Organization
IX I. Indian
IX J. Median Salary Distribution by Project Agency Type

TABLE IX A.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	4
B. Weed & Pest Control	23	2	0
C. Solid Waste & Landfills	5	15	17
D. Recycling	2	1	4
E. Land Use and Community Planning	1	9	48
F. Pollution Control and Monitoring	0	10	10
G. Sewer & Water			
1. General equipemnt, non-site maintenance, construction	36	46	104
2. Site Maintenance and clean-up	10	8	35
3. Plant Operator	0	6	10
4. Miscellaneous Water Sewer System and Wastewater	0	12	6
5. Water Conservation/ Water-Miscellaneous	0	6	9
II. Energy	0	0	12
I. Weatherization	2	2	2
TOTAL	**79**	**117**	**261**

CITY

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	0	8		13
6	2	1		34
12	18	16		83
14	1	13		35
112	15	51		236
7	3	3		33
95	37	39		357
68	46	59		226
3	16	1		36
7	14	16		55
16	12	22		65
4	9	14		39
36	6	12		60
381	**179**	**255**		**1,272**

II. City (Public Works)	**$4,160-5,200**	**$5,201-6,240**	**$6,241-7,280**
A. Public Buildings	53	89	59
B. Streets & Sidewalks	32	76	134
C. Drainage	259	194	154
D. River Work (brushing-clean-up)	22	199	225
E. Community Projects			
1. Unskilled Labor	180	256	336
2. Unskilled and Semi-skilled/ Paraprofessionals	68	137	228
F. General Clean-up	415	632	641
G. Recreation/Parks	131	372	444
H. City Trees	1	108	42
TOTAL	**1,161**	**2,063**	**2,263**
III. County (Public Works)			
A. Public Buildings			
B. Roads (brushing, clean-up maintenance)			
C. Drainage & Irrigation			
D. Rivers-Brushing & Clean-up			
E. Community Projects			
1. Unskilled Labor			
2. Unskilled and Semi-skilled/ Paraprofessionals			
F. General Clean-up			
G. Parks			
H. Forest & Wildlife			
TOTAL			

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
74	90	112	2	479
71	63	323	6	705
101	72	38		818
258	183	76		963
363	211	164	10	1,520
106	96	161		796
1,000	853	1,715		5,256
624	306	308		2,185
140	95	70		456
2,737	**1,969**	**2,967**	**18**	**13,178**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)			
B. State Roads			
C. State Forestry Maintenance			
D. State Wildlife and Fisheries			
E. State Parks			
F. National Parks and Forests			
TOTAL			
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	4	2	14
D. Fairgrounds/Zoo and Arboretum	0	0	3
TOTAL	4	2	17

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
4	25	22		51
0	0	22		52
32	7	12		71
8	0	1		12
44	**32**	**57**		**156**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School	0	0	0
B. Research	0	0	0
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**0**	**0**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	3	0
B. Buildings	0	0	0
C. Cemeteries	6	25	20
D. Low Income Housing	30	47	28
E. Social Services	2	4	8
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	3	12
H. Miscellaneous	0	5	4
TOTAL	**38**	**87**	**72**
GRAND TOTAL	**1,282**	**2,269**	**2,613**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	5	0		5
0	**5**	**0**		**5**
0	0	0		3
6	47	4		57
45	28	13		137
79	59	33	36	312
37	0	17		68
13	1	0		14
46	13	18		92
16	43	45		113
242	**191**	**130**	**36**	**796**
3,404	**2,371**	**3,409**	**52**	**15,400**

TABLE IX B.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	9	235	63
C. Solid Waste & Landfills	34	37	74
D. Recycling	0	0	3
E. Land Use and Community Planning	0	1	27
F. Pollution Control and Monitoring	1	7	3
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	4	14
2. Site Maintenance and clean-up	0	14	6
3. Plant Operator	0	1	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	6	0
H. Energy	0	2	24
I. Weatherization	3	19	10
TOTAL	47	326	224

COUNTY

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	1	0		1
27	9	4		347
123	40	15		323
0	11	3		17
38	31	77		174
16	12	6		45
4	0	10		32
0	0	0		20
6	1	1		9
0	0	0		0
76	4	19		105
4	15	17		62
9	3	3		47
303	**127**	**155**		**1,182**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	6	16	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	17	23	14
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	2	11	0
G. Recreation/Parks	0	0	0
H. City Trees	0	0	0
TOTAL	**25**	**50**	**14**
III. County (Public Works)			
A. Public Buildings	32	24	51
B. Roads (brushing, clean-up maintenance)	483	883	772
C. Drainage & Irrigation	74	124	284
D. Rivers-Brushing & Clean-up	11	126	247
E. Community Projects			
1. Unskilled Labor	180	263	586
2. Unskilled and Semi-skilled/ Paraprofessionals	10	96	103
F. General Clean-up	327	355	101
G. Parks	31	217	264
H. Forest & Wildlife	0	47	193
TOTAL	**1,148**	**2,135**	**2,601**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	17		39
0	0	0		0
0	0	0		0
0	12	0		12
0	0	0		54
0	0	0		0
1	0	1		15
0	3	1		4
0	0	0		0
1	**15**	**19**		**124**
22	26	71		216
549	175	128		2,990
134	91	49		756
225	109	71		789
224	79	18		1,350
31	35	27		302
56	30	14		883
325	136	78		1,051
75	123	41		479
1,641	**804**	**497**		**8,816**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	5	4	1
F. National Parks and Forests	0	0	9
TOTAL	**5**	**4**	**10**
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	5	7
B. Non-governmental Youth Organizations	3	11	1
C. Historical	4	43	9
D. Fairgrounds/Zoo and Arboretum	1	7	29
TOTAL	**8**	**66**	**46**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	8	0		18
0	0	0		9
0	**8**	**0**		**27**
4	16	7		39
3	1	0		19
22	9	31		118
36	5	10		88
65	**31**	**48**		**264**

VI. Education	**$4,160-5,200**	**$5,201-6,240**	**$6,241-7,280**
A. Education Project–Non-School	6	2	7
B. Research	0	0	1
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	53	0
TOTAL	**6**	**55**	**8**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	20	0
B. Buildings	7	6	4
C. Cemeteries	8	14	7
D. Low Income Housing	0	11	8
E. Social Services	1	15	4
F. Gardening	0	9	14
G. Tree Cutting and Firewood Provision	0	23	16
H. Miscellaneous	30	33	40
TOTAL	**46**	**131**	**93**
GRAND TOTAL	**1,285**	**2,767**	**3,096**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	3	5		24
0	0	9		10
0	0	0		0
0	0	0		0
0	0	0		0
1	0	3		57
2	**3**	**17**		**91**
10	7	5		42
10	3	0		30
8	3	14		54
5	12	11		47
5	4	0		29
4	6	9		42
24	8	2		73
63	13	25		204
129	**56**	**66**		**521**
2,141	**1,044**	**802**		

TABLE IX C.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160- 5,200	$5,201- 6,240	$6,241- 7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	1
D. Recycling	0	0	0
E. Land Use and Community Planning	0	0	7
F. Pollution Control and Monitoring	6	5	13
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	1
I. Weatherization	0	0	0
TOTAL	**6**	**5**	**22**

STATE

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
124	6	3		133
0	2	1		4
0	0	0		0
1	3	5		16
0	3	0		27
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
5	0	0		5
9	2	4		16
0	0	0		0
139	**16**	**13**		**201**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Recreation/Parks	0	0	0
H. City Trees	0	0	0
TOTAL	**0**	**0**	**0**

III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	8
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	0	0
H. Forest & Wildlife	0	0	0
TOTAL	**0**	**0**	**8**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	4	0		4
0	0	0		0
0	**4**	**0**		**4**
0	0	0		0
0	0	0		0
0	0	0		0
4	0	0		12
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
1	3	1		5
5	**3**	**1**		**17**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	2	25	41
B. State Roads	0	0	0
C. State Forestry Maintenance	0	112	51
D. State Wildlife and Fisheries	2	38	29
E. State Parks	1	9	92
F. National Parks and Forests	0	0	0
TOTAL	**5**	**184**	**213**
V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	0	0	5
D. Fairgrounds/Zoo and Arboretum	20	2	0
TOTAL	**20**	**2**	**5**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
17	5	5		95
25	6	0		31
33	103	16		315
55	73	22		219
101	85	30		318
0	0	0		0
231	**272**	**73**		**978**

0	0	0		0
0	0	0		0
2	0	0		7
0	0	10		32
2	**0**	**10**		**39**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School	0	0	0
B. Research	0	0	2
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	11	3
TOTAL	**0**	**11**	**5**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	1	40
B. Buildings	0	0	4
C. Cemeteries	0	0	0
D. Low Income Housing	0	0	0
E. Social Services	0	0	10
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	17
TOTAL	**0**	**1**	**71**
GRAND TOTAL	**31**	**203**	**324**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
4	36	6		48
0	0	0		0
0	0	0		0
0	0	0		0
0	0	1		15
4	**36**	**7**		**63**
6	15	8		70
46	15	1		66
0	0	0		0
0	0	0		0
1	6	3		20
0	0	0		0
0	0	0		0
8	37	9		71
61	**73**	**21**		**227**
442	**404**	**125**		**1,529**

TABLE IX D.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	0
D. Recycling	0	0	0
E. Land Use and Community Planning	0	1	0
F. Pollution Control and Monitoring	0	0	0
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	0
I. Weatherization	0	0	0
TOTAL	**0**	**1**	**6**

FEDERAL

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
6	0	0		6
0	0	0		0
0	0	0		0
0	0	0		1
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	**0**	**0**		**7**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings			
B. Streets & Sidewalks			
C. Drainage			
D. River Work (brushing-clean-up)			
E. Community Projects			
1. Unskilled Labor			
2. Unskilled and Semi-skilled/ Paraprofessionals			
F. General Clean-up			
G. Recreation/Parks			
H. City Trees			
TOTAL			
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	9
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	0	0
H. Forest & Wildlife	0	0	0
TOTAL	**0**	**0**	**9**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
1	0	0		10
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
1	**0**	**0**		**10**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	0	0	0
F. National Parks and Forests	2	24	112
TOTAL	**2**	**24**	**112**

V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	5	10	11
D. Fairgrounds/Zoo and Arboretum	0	0	0
TOTAL	**5**	**10**	**11**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
2	0	0		2
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
266	52	36		492
268	**52**	**36**		**494**

0	0	0		0
0	0	0		0
0	0	0		26
0	0	0		0
0	**0**	**0**		**26**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project--Non-School	0	0	0
B. Research	0	0	0
C. Schools--Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**0**	**0**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	0	0	0
C. Cemeteries	0	0	0
D. Low Income Housing	0	0	0
E. Social Services	0	0	0
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	1	1	2
TOTAL	**1**	**1**	**2**
GRAND TOTAL	**8**	**36**	**134**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	1	6		7
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	**1**	**6**		**7**
0	0	0		0
8	0	1		9
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
26	3	2		35
34	**3**	**3**		**44**
309	**56**	**45**		**588**

TABLE IX E.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	0
D. Recycling	0	0	0
E. Land Use and Community Planning	0	0	0
F. Pollution Control and Monitoring	0	0	1
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	2	0
I. Weatherization	0	0	0
TOTAL	**0**	**2**	**1**

SCHOOL

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
1	1	0		2
0	0	0		0
0	0	0		0
0	2	2		4
4	0	1		6
0	5	0		5
0	0	0		0
0	0	0		0
0	0	0		0
0	1	0		1
1	3	2		8
0	0	0		0
6	**12**	**5**		**26**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	5	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Recreation/Parks	8	4	11
H. City Trees	0	0	0
TOTAL	**8**	**9**	**11**

III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	0
E. Community Projects			
1. Unskilled Labor	0	23	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	0	0
H. Forest & Wildlife	0	0	1
TOTAL	**0**	**23**	**1**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		5
0	0	0		0
0	0	0		0
13	13	2		51
0	0	0		0
13	**13**	**2**		**56**

0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	2	0		25
0	0	0		0
0	0	0		0
0	0	0		0
0	2	0		3
0	**4**	**0**		**28**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)			
B. State Roads			
C. State Forestry Maintenance			
D. State Wildlife and Fisheries			
E. State Parks			
F. National Parks and Forests			
TOTAL			

V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	0	11	1
B. Non-governmental Youth Organizations	0	0	0
C. Historical	0	0	0
D. Fairgrounds/Zoo and Arboretum	0	3	0
TOTAL	0	14	1

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	2		14
0	0	0		0
0	0	0		0
1	1	1		6
1	**1**	**3**		**20**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School	1	0	5
B. Research	4	7	3
C. Schools–Environmental Site Development, maintenance	9	67	22
D. Public Maintenance/Repair and Construction	391	469	496
E. Colleges Maintenance/Repair and Construction	51	227	116
F. Miscellaneous Public Schools	22	11	45
TOTAL	**478**	**781**	**687**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	0	0	0
C. Cemeteries	0	0	0
D. Low Income Housing	0	5	0
E. Social Services	0	0	1
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	11
TOTAL	**0**	**5**	**12**
GRAND TOTAL	**486**	**834**	**713**

$7,281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
1	3	5		15
16	4	15		49
31	39	40		208
449	826	231		2,862
162	134	77		767
21	69	18		186
680	**1,075**	**386**		**4,087**
0	0	0		0
0	0	0		0
0	0	0		0
1	1	1		8
0	0	0		1
0	3	0		3
0	0	0		0
4	1	1		17
5	**5**	**2**		**29**
705	**1,110**	**398**		**4,246**

TABLE IX F.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	0
D. Recycling	0	0	0
E. Land Use and Community Planning	0	3	5
F. Pollution Control and Monitoring	1	0	0
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	1	4
2. Site Maintenance and clean-up	0	0	2
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	2
5. Water Conservation/ Water-Miscellaneous	0	0	0
H. Energy	0	0	0
I. Weatherization	0	0	0
TOTAL	**1**	**4**	**13**

SPECIAL DISTRICT

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	2		2
0	0	0		0
4	4	10		26
4	14	4		23
10	32	6		53
1	8	0		11
0	0	0		0
1	0	1		4
4	1	13		18
0	0	4		4
0	0	0		0
24	**59**	**40**		**141**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Recreation/Parks	0	27	0
H. City Trees	7	2	0
TOTAL	**7**	**29**	**0**

III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	3	1
C. Drainage & Irrigation	0	0	10
D. Rivers-Brushing & Clean-up	0	14	5
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	12	1
G. Parks	0	0	0
H. Forest & Wildlife	0	0	130
TOTAL	**0**	**29**	**147**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
13	2	0		15
3	22	59		111
0	0	0		9
26	**24**	**59**		**135**

3	0	7		10
0	0	0		4
18	0	0		28
13	17	2		51
0	0	0		0
0	0	0		0
0	0	0		13
0	0	0		0
23	0	1		154
57	**17**	**10**		**260**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	0	0	2
F. National Parks and Forests	0	0	0
TOTAL	**0**	**0**	**2**
V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	0	0	0
D. Fairgrounds/Zoo and Arboretum	0	1	0
TOTAL	**0**	**1**	**0**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	18		20
0	0	0		0
0	**0**	**18**		**20**
0	3	0		3
0	0	0		0
0	0	0		0
0	2	7		10
0	**5**	**7**		**13**

VI. Education	$4,160- 5,200	$5,201- 6,240	$6,241- 7,280
A. Education Project–Non-School	0	0	0
B. Research	0	0	0
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**0**	**0**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	36	46
B. Buildings	0	0	0
C. Cemeteries	0	0	2
D. Low Income Housing	0	37	20
E. Social Services	0	0	12
F. Gardening	0	0	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	1
TOTAL	**0**	**73**	**81**
GRAND TOTAL	**8**	**136**	**243**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	0	0		1
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
1	**0**	**0**		**1**
68	16	11		177
5	0	0		5
0	0	0		2
0	6	1		64
4	3	3		22
1	0	0		1
0	0	0		0
0	0	5		6
78	**25**	**20**		**277**
186	**130**	**154**		**857**

TABLE IX G.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	1	0
C. Solid Waste & Landfills	0	1	1
D. Recycling	0	1	1
E. Land Use and Community Planning	0	1	7
F. Pollution Control and Monitoring	0	3	1
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	4	0	0
2. Site Maintenance and clean-up	0	2	0
3. Plant Operator	0	10	15
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	1	48	19
H. Energy	0	28	26
I. Weatherization	29	202	130
TOTAL	**34**	**297**	**200**

OTHER PUBLIC

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
18	0	2		21
2	0	3		7
0	1	0		3
15	10	2		35
0	8	1		13
0	0	0		4
0	0	0		2
6	0	0		31
0	0	1		1
37	1	9		115
13	37	17		121
144	70	35		610
235	**127**	**70**		**963**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	6	15	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	75	6
E. Community Projects			
1. Unskilled Labor	23	0	1
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Recreation/Parks	1	13	31
H. City Trees	0	0	0
TOTAL	**30**	**103**	**38**
III. County (Public Works)			
A. Public Buildings	2	0	1
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	1	15
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	0	0
H. Forest & Wildlife	0	0	0
TOTAL	**2**	**1**	**16**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
6	11	2		40
0	0	0		0
0	0	0		0
0	0	0		81
0	0	0		24
0	0	0		0
12	2	0		14
3	2	1		51
0	0	0		0
21	**15**	**3**		**210**

0	0	0		3
0	0	0		0
0	0	0		0
6	3	1		26
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
6	**3**	**1**		**29**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)			
B. State Roads			
C. State Forestry Maintenance			
D. State Wildlife and Fisheries			
E. State Parks			
F. National Parks and Forests			
TOTAL			
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	0	0	0
D. Fairgrounds/Zoo and Arboretum	0	0	0
TOTAL	**0**	**0**	**0**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
1	11	7		19
0	4	0		4
0	0	0		0
0	0	0		0
1	15	7		23

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School			
B. Research			
C. Schools–Environmental Site Development, maintenance			
D. Public Maintenance/Repair and Construction			
E. Colleges Maintenance/Repair and Construction			
F. Miscellaneous Public Schools			
TOTAL			
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	13
B. Buildings	4	7	14
C. Cemeteries	0	5	1
D. Low Income Housing	43	298	200
E. Social Services	6	9	5
F. Gardening	1	2	1
G. Tree Cutting and Firewood Provision	0	3	6
H. Miscellaneous	16	1	4
TOTAL	70	325	244
GRAND TOTAL	136	726	498

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	6		19
7	2	12		46
0	0	0		6
109	85	60	56	851
5	7	23		55
19	6	10		39
5	0	0		14
6	23	33		83
151	123	144	56	1,113
414	283	225	56	2,338

TABLE IX H.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	1	0
B. Weed & Pest Control	1	0	0
C. Solid Waste & Landfills	0	0	0
D. Recycling	4	5	20
E. Land Use and Community Planning	2	4	7
F. Pollution Control and Monitoring	0	0	2
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	5
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	1
H. Energy	0	24	32
I. Weatherization	0	37	7
TOTAL	7	71	74

NON-PROFIT ORGANIZATION

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		1
0	0	0		1
0	2	1		3
20	42	13		104
17	8	12		50
3	0	2		7
0	0	0		5
0	0	0		0
0	0	0		0
0	0	0		0
1	4	6		12
42	25	21		144
6	3	3		56
89	**84**	**58**		**383**

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	24
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	1	0	0
G. Recreation/Parks	9	38	39
H. City Trees	0	0	0
TOTAL	**10**	**38**	**63**
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	0
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	38	1
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	3	0
H. Forest & Wildlife	0	0	0
TOTAL	**0**	**41**	**1**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	4	3		31
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
2	1	0		4
5	7	8		106
0	0	0		0
7	**12**	**11**		**141**

0	0	0		0
0	0	0		0
0	0	0		0
5	0	0		44
0	0	0		0
0	0	0		0
0	0	0		0
2	0	0		5
0	0	4		4
7	**0**	**4**		**53**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)	0	0	0
B. State Roads	0	0	0
C. State Forestry Maintenance	0	0	0
D. State Wildlife and Fisheries	0	0	0
E. State Parks	1	6	7
F. National Parks and Forests	0	0	0
TOTAL	**1**	**6**	**7**
V. Recreation–Special Focus			
A. Recreation Events and Arts Projects	11	26	55
B. Non-governmental Youth Organizations	16	23	97
C. Historical	7	31	46
D. Fairgrounds/Zoo and Arboretum	0	39	18
TOTAL	**34**	**119**	**216**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
4	9	2		29
0	0	0		0
4	**9**	**2**		**29**
91	39	23		249
50	62	31		279
45	11	20		160
35	22	7		121
221	**134**	**81**		**809**

VI. Education	$4,160- 5,200	$5,201- 6,240	$6,241- 7,280
A. Education Project–Non-School	0	5	73
B. Research	0	16	1
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/ Repair and Construction	0	0	0
E. Colleges Maintenance/ Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**21**	**74**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	13	22	89
C. Cemeteries	8	2	3
D. Low Income Housing	2	5	30
E. Social Services	1	32	13
F. Gardening	12	1	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	26	9	22
TOTAL	**62**	**71**	**157**
GRAND TOTAL	**114**	**367**	**592**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
7	26	61		172
0	3	2		22
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
7	**29**	**63**		**194**
0	1	0		1
60	21	16		221
6	7	6		32
16	31	44		128
10	17	23		96
3	1	7		24
4	1	1		6
6	9	11		83
105	**88**	**108**		**591**
440	**356**	**327**		**2,196**

TABLE IX I.

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

I. Pollution Control/ Abatement	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Noise	0	0	0
B. Weed & Pest Control	0	0	0
C. Solid Waste & Landfills	0	0	12
D. Recycling	0	0	0
E. Land Use and Community Planning	0	0	12
F. Pollution Control and Monitoring	0	0	0
G. Sewer & Water			
1. General equipment, non-site maintenance, construction	0	0	0
2. Site Maintenance and clean-up	0	0	0
3. Plant Operator	0	0	0
4. Miscellaneous Water Sewer System and Wastewater	0	0	0
5. Water Conservation/ Water-Miscellaneous	0	0	0
II. Energy	0	0	0
I. Weatherization	0	0	4
TOTAL	**0**	**0**	28

INDIAN

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
1	0	1		14
1	0	1		2
5	1	1		19
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	1	0		5
7	2	3		40

II. City (Public Works)	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Public Buildings	0	0	0
B. Streets & Sidewalks	0	0	0
C. Drainage	0	0	0
D. River Work (brushing-clean-up)	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	12	50	3
G. Recreation/Parks	0	0	0
H. City Trees	0	0	0
TOTAL	**12**	**50**	**3**
III. County (Public Works)			
A. Public Buildings	0	0	0
B. Roads (brushing, clean-up maintenance)	0	0	18
C. Drainage & Irrigation	0	0	0
D. Rivers-Brushing & Clean-up	0	0	0
E. Community Projects			
1. Unskilled Labor	0	0	0
2. Unskilled and Semi-skilled/ Paraprofessionals	0	0	0
F. General Clean-up	0	0	0
G. Parks	0	5	1
H. Forest & Wildlife	0	0	10
TOTAL	**0**	**5**	**29**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		65
0	0	0		0
0	0	0		0
0	**0**	**0**		**65**

0	0	0		0
0	2	0		20
0	0	0		0
10	1	0		11
3	0	0		3
0	0	0		0
0	0	0		0
0	0	0		6
8	10	0		28
21	**13**	**0**		**68**

IV. State and Federal	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. State and Federal Public Buildings (maintenance)			
B. State Roads			
C. State Forestry Maintenance			
D. State Wildlife and Fisheries			
E. State Parks			
F. National Parks and Forests			
TOTAL			
V. Recreation—Special Focus			
A. Recreation Events and Arts Projects	0	0	0
B. Non-governmental Youth Organizations	0	0	0
C. Historical	0	11	0
D. Fairgrounds/Zoo and Arboretum	0	0	0
TOTAL	**0**	**11**	**0**

$7,281- 8,320	$8,321- 9,360	$ 9,361- 10,400	Un- Known	Total
0	0	0		0
0	0	0		0
0	0	5		16
0	0	0		0
0	**0**	**5**		**16**

VI. Education	$4,160-5,200	$5,201-6,240	$6,241-7,280
A. Education Project–Non-School	0	0	0
B. Research	0	0	0
C. Schools–Environmental Site Development, maintenance	0	0	0
D. Public Maintenance/Repair and Construction	0	0	0
E. Colleges Maintenance/Repair and Construction	0	0	0
F. Miscellaneous Public Schools	0	0	0
TOTAL	**0**	**0**	**0**
VII. Miscellaneous			
A. Soil and Water Conservation (Districts)	0	0	0
B. Buildings	0	9	0
C. Cemeteries	0	0	0
D. Low Income Housing	0	6	0
E. Social Services	0	0	0
F. Gardening	0	4	0
G. Tree Cutting and Firewood Provision	0	0	0
H. Miscellaneous	0	0	8
TOTAL	**0**	**19**	**8**
GRAND TOTAL	**12**	**85**	**68**

$7,281-8,320	$8,321-9,360	$ 9,361-10,400	Un-Known	Total
0	0	0		0
2	0	0		2
0	0	0		0
0	0	0		0
0	0	0		0
0	0	0		0
2	**0**	**0**		**2**
0	0	0		0
7	0	0		16
0	0	0		0
1	7	0		14
2	3	2		7
0	0	0		4
0	0	0		0
7	23	6	105	149
17	**33**	**8**	**105**	**190**
47	**48**	**16**	**105**	**381**

TABLE IX J.

MEDIAN

CATEGORY		City	County	State	Federal
I.	Pollution Control and Abatement/ Energy	$7771	$7253	$7786	$7714
II.	City (Public Works)	7697	5971	8841	––
III.	County (Public Works)	––	6687	7385	6819
IV.	State and Federal	––	6709	7673	7704
V.	Recreation–Special Focus	8695	7473	5174	6033
VI.	Education	8841	5948	8653	9794
VII.	Miscellaneous	8080	7175	7989	7832
OVERALL MEDIAN		**$7742**	**$6747**	**$7767**	**$7671**

SALARY DISTRIBUTION BY PROJECT AGENCY TYPE

				OVERALL MEDIAN	
School	Special District	Other Public	Non-Profit	Indian	TOTAL
$8668	$8823	$7024	$7743	$6984	$7532
7281	8776	5958	6612	5627	7639
5834	6956	6989	5873	7281	6706
—	9823	—	7411	—	7692
5944	9435	9049	7439	6099	7561
7430	7801	—	7578	7801	7430
7064	7082	6929	7335	8229	7437
$7414	**$7513**	**$6882**	**$7340**	**$6868**	**$7315**

Just as projects in Category III (County) ranked lowest in median salary by project type, counties also ranked lowest as project agencies with regard to median salary. States proved to be the highest paying project agency type, with cities placing a close second. The Federal government ranked third. Special districts ranked fourth overall, but first as to highest median in Categories I, IV, and V. Indian organizations ranked second lowest overall, and had the lowest median for Category I projects (a median $1,839 less than the highest). Other public organizations as project agencies produced the third lowest median salary overall, and the second lowest for Category I. Two factors contribute to the low medians of Counties, Indian and Other Public Organizations: 1) the projects of these agencies were, as a whole, more labor intensive than those of other agencies; and 2) salary levels for unskilled laborers in these projects were usually substantially lower than those for unskilled laborers in other projects.

Generally, the higher the ratio of professionals and paraprofessionals to that of unskilled labor in a project, the higher was the wage level of unskilled laborers. This was especially true of projects employing fewer than 25 persons. The larger the total number employed in a project, the more likely was the probability of relatively low wages for unskilled laborers. County projects were most subject to this phenomenon.

TABLE X

TOTAL SALARY DISTRIBUTION

CATEGORY	$4,160-5,200	$5,201-6,240	$6,241-7,280
I. Pollution Control & Abatement/Energy Conservation	174	823	823
II. City (Public Works)	1,253	2,344	2,392
III. County (Public Works)	1,150	2,234	2,812
IV. State & Federal	13	218	344
V. Recreation Events/ Special Focus	71	225	296
VI. Education	484	868	774
VII. Miscellaneous	221	713	740
TOTAL	**3,366**	**7,425**	**8,181**

SECTION 2: Percentage of Sample Category

I. Pollution Control & Abatement/Energy Conservation	4.1	19.5	19.5
II. City (Public Works)	9.0	16.9	17.2
III. County (Public Works)	12.4	24.0	30.3
IV. State & Federal	*	14.1	22.2
V. Recreation Events/ Special Focus	5.2	16.5	21.7
VI. Education	10.9	19.5	17.4
VII. Miscellaneous	5.8	18.8	19.5
TOTAL	**8.7**	**19.2**	**21.2**

*** indicates less than 1%**

SECTION 1: Number in Category

$7,281-8,320	$8,321-9,360	$9,361-10,400	Un-Known	TOTAL
1,190	606	599	0	4,215
2,795	2,050	3,061	18	13,913
1,738	844	513	0	9,291
503	341	129	0	1,548
338	218	218	0	1,366
696	1,149	480	0	4,451
822	597	502	197	3,792
8,082	**5,805**	**5,502**	**215**	**38,576**

				% of Total Sample
28.2	14.4	14.2		10.93
20.1	14.7	22.0	*	36.07
18.7	9.1	5.5		24.08
32.5	22.0	8.3		4.01
24.7	16.0	16.0		3.54
15.6	25.8	10.8		11.54
21.7	15.7	13.2	5.2	9.83
21.0	**15.0**	**14.2**	*	**100.00**

Salary Distribution Totals

Table X, Section 1, presents the total number of slots (jobs) in each salary range by project category. Section 2 presents the percentage represented in each salary range by project category and for the total sample. The percentage of the total sample represented by each project category is also given in Section 2.

The distribution within Category I (Pollution Control and Abatement and Energy Conservation) deviates by less than 2% for the overall distribution for all but the lowest salary range (Category I was only 4.1% in that range, the overall is 8.7%, a difference of 4.6%) and the $7,281-$8,320 range, for which Category I shows 28.2% and the overall is only 21.0%, a difference of 7.2%. Category I shows 43.1% in the lower three ranges and 56.8% in the upper three (the 99.9% total is due to rounding). Category IV (State and Federal Government has 62.8% of the slots in the upper three ranges making it the highest ranking category. Category III (County) is the lowest ranking category, with 68.7% of the slots falling in the lower three categories.

COMMENTARY

CETA Title VI could be an appropriate vehicle for certain types of pollution control and abatement employment, IF current deficiencies in the administration and conduct of the program are rectified, and IF sufficient interest and emphasis upon such employment under the program is initiated and made a significant goal of Title VI project operations throughout the CETA delivery system.

There are exciting possibilities for pollution control and abatement and energy conservation employment under CETA. Opportunities for such employment abound and can be facilitated without violating the intent and spirit of the Act, which is predicated on decentralization and local autonomy.

Several examples of projects conceived as vehicles for meaningful task accomplishment rather than frameworks for "make-work" activity were replicated many times over in the sample. Apparently, prime sponsor or project agency representatives often made good use of contacts with one another and did not hesitate to implement similar projects when presented with a successful example. Unfortunately, replications of make-work, "leaf-raking" types of projects were in abundance. Many of such projects may have been an outcome to be expected given the extreme pressure to expand public service employment by hundreds of thousands of jobs within the time frame under which these projects were funded.

The obvious predilection for project replication can be used in a positive manner for the stimulation of greater opportunities for pollution control and abatement and energy conservation public service employment under CETA. Good project models can be circulated at the prime sponsor and project agency level and should be followed up with discussions of project rationale, goals and implementation strategy.

Prime sponsors and project agencies should be directly involved; dependence upon dissemination by DOL Regional Offices cannot ensure adequate information, encouragement, and support reaching those who are responsible for project development, organization and implementation. Interviews with DOL representatives in three Regional Offices revealed an extreme variance among Regional DOL employees as to their knowledge of and involvement with the activities of the prime sponsors for which they have liaison type responsibilities.

The numerous projects of great similarity in the sample indicate the potential for the use of model project presentation and discussions as a stimulus for increased CETA public service employment in environmental and energy related occupations. Stimulus of this type does not lessen the autonomy of the prime sponsors, nor does it compromise the principle of decentralization. It does provide additional ideas and examples of solid projects which may be of assistance to prime sponsors and project agencies as they consider possible projects and make decisions as to responsible, productive use of the available resources.

APPENDICES

APPENDIX A

Job Titles

The following job titles are those which appeared on project data summary sheets. The lack of generally accepted precise, exclusive titles is reflected in the listings. Often two or more titles were noted which had essentially verbatim job descriptions. More than one instance of one title used in the job description narrative and a different title used in the Public Service Job Title space below was noted. For Example, "engineering assistant" became "engineering aide" below, perhaps simply because it fit easier in the alotted space. Conversely, identical titles were found on different sheets with quite dissimilar job descriptions.

Noise

Junior Engineering Aide
Engineering Technician I
Director of Noise Counseling
Weighmaster Aide
Noise Control Test Aide
Staff Assistant
Environmental Sanitarian Aide
Noise Control Officer

Weed and Pest Control

- Foreman
- Laborer
- Lead Pest Reduction Worker
- Pest Reduction Worker
- Medicine & Allied Systems PSE III
- Medicine & Allied Systems PSE IV
- Environmentalist I
- Weed Control Inspector
- District Technician
- Rodent Control Survey Technician
- Equipment Operator I
- Research Biologist
- Camp Sanitary Aide
- Control Survey Aide
- Forest Technician
- Sprayer
- Maintenance Mechanic and Inspector
- Bio-Control Technician
- Experimental Biology Aide
- Inspector/Pest Control Operator
- Mosquito Control Director
- Weed Control Supervisor
- Controller
- Weed Control Helper
- Laboratory Technician II

Solid Waste/Landfills

- Truck Driver
- Sanitation Worker
- Supervisor
- Laborer
- Assistant Sanitarian
- Sanitarian Aide
- Maintenance Man (Trainee)
- Public Information Person
- Caretaker
- Maintenance Worker
- Environmentalist I
- Salvage Worker
- Equipment Operator III, I
- Garbage Collector
- Security Guard
- Mechanic
- Landfill Operator
- Transfer Station Operator
- Solid Waste Information and Education Officer
- Environmental Enforcement Officer
- Environmental Enforcement Supervisor
- Environmental Technician
- Disposal Coordinator
- Dump Attendant
- Solid Waste Planning Aide
- Planning Technician
- Compost Maintenance Worker
- Scraper Operator

Solid Waste/Landfills (cont'd.)

- Loader Operator
- Roller Operator
- Heavy Equipment Operator I
- Refuse Collector
- Field Inspector
- Recycling Director
- Information Aide
- Interviewer
- Carpenter
- Operating Engineer
- Engineering Aide
- Timekeeper
- Helper
- Laboratory Technician
- Research Writer
- City-County Coordinator
- Dumpster Driver
- Technician
- Information Technician
- Garbage Control Assistant
- Deputy
- Sanitary Landfill Maintenance Person
- Machine Operator
- Environmental Director
- Environmental Unskilled Laborer
- Environmental Semi-skilled Laborer
- Laborer Trainee
- Dump Assistant
- Sanitation Worker
- Field Worker

Recycling

- Recycling Operator
- Recycling Assistant
- Driver
- Materials Processor
- Community Recycling Center Coordinator
- Salvage Worker
- Driver/Deliveryman
- Recycle Center Manager
- Solid Waste Management Foreman
- Waste Collector
- Neighborhood Recycling Worker
- Home Pickup Coordinator
- Recycling Aide
- Resource Recovery Director
- Laborer
- Vehicle/Appliance Repairman
- Recycling Education Coordinator
- Recycling Transfer and Marketing Coordinator
- Loader
- Garbologist
- Community Worker I
- Environmental Service Employee
- Site Supervisor
- Attendant
- Materials Handler
- Public Relations Assistant
- Drop-off Station Coordinator
- Recycling Technician

Recycling (cont'd.)

- Researcher
- Educational Assistant
- Warehouse Person
- Engineering Aide
- Resource Conservation Aide
- Administrative Coordinator
- Operations Manager
- Recycling and Beautification Worker
- Facilitator
- Handy Person
- Recycler I
- Education Outreach Coordinator
- Processor
- Developer

Land Use and Community Planning

- Research Assistant
- Research Analyst
- Clerk Typist
- Clerk
- Planning Aide
- Map Drafting Aide
- Historical Investigator
- Planner
- Enumerator
- Enumerator Supervisor
- Agricultural Land Use Researcher
- Agricultural Survey Interviewer
- Professional and Technical Assistant

Land Use and Community Planning (cont'd.)

- Assistant Planner
- Civil Engineering Aide
- Junior Administrative Aide
- Draftsman
- Planning Technician
- Researcher
- Land Use Planner
- Engineering Aide
- Draftsman Trainee
- Records Clerk
- Traffic Technician
- Traffic Counter
- Surveyor
- Rod Man
- City Planner
- Landscape Architect
- Data Technician
- Drafting and Research Assistant
- Land Use Researcher
- Director
- Supervisor
- Secretary
- Field Worker
- Typist trainee
- Trainee
- Research/Planner
- Receptionist/Typist
- Analyst
- Cartographic Aide

Land Use and Community Planning (cont'd.)

- Planning Specialist
- Principal Investigator
- Senior Planning Assistant
- Planning Assistant
- Cartographics Specialist
- Job Foreman
- Environmental Specialist
- Environmental Assistant
- Soil Map Technician
- Census Interviewer
- Technical Writer
- Survey Worker
- Resource Conservationist
- Social Scientist
- Engineering Technician
- Soil Scientist
- Tribal Planner Trainee
- Technical Secretary Trainee
- Junior Draftsman
- Environmental Engineer
- Assistant Field Surveyor
- Planning Researcher
- Enumerators
- Environmental Planner
- Environmental Technician
- Advisor
- Assistant Advisor
- Stream Project Coordinator
- Environmental Research Technician

Land Use and Community Planning (cont'd.)

- Planning and Management Assistant
- Inspector
- Development Assistant
- Code Enforcement Officer
- Soil Scientist Aide
- Clerical Assistant
- Community Health Surveyor
- Field Surveyor
- Field Surveyor/Data Processor
- Land Ownership Researcher
- Ecologist/Researcher
- Research Project Analyst
- Staff Assistant
- Programmer
- Land Use Coder
- Interviewer
- Land Use Researcher
- Laborer
- Labor Foreman
- Team Leader
- Skilled Crew Leader
- Crew Leader
- Unskilled Laborer
- Intern Planner
- Community Worker
- Computer Programmer
- Administrative Supervisor Assistant
- Soil Survey Aide

Land Use and Community Planning (cont'd.)

- Mapping and Survey Assistant
- Mapping Manager
- Mapping Assistants
- Assistant Land Use Technician

Pollution Control and Monitoring

- Laboratory Technician
- Engineering Technician
- Junior Engineering Aide
- Engineering Aide
- Research Aide IV
- Agricultural Survey Interviewer
- Sanitarian Aide
- Watershed Aide
- Laboratory Analyst
- Water Technician Trainee
- Sanitarian
- Environmental Control Inspector
- Field Assistant
- Environmental Trainee
- Laboratory Helper
- Survey Technician
- Industrial Sample Collector
- Laboratory Aide
- Conservation Aide
- Drafting Specialist
- Biochemist
- Streamwalker

Pollution Control and Monitoring (cont'd.)

- Permit Reviewer/Researcher
- Community Relations Officer
- Environmental Laboratory Aide
- Laborer
- Researcher
- Fish and Wildlife Aide
- Research Assistant
- Sewer Gauging Specialist
- Sewer Gauging Aide
- Fugitive Dust Project Assistant
- Environmental Health Aide
- Training Specialist
- Instrument Checker
- Sewage Tester
- Utility Worker
- Solid Waste Technician
- Engineering Trainee
- Environmental Technician
- Technician
- Natural Resources Assistant

Sewer and Water; General Equipment, Maintenance and Construction

- Water System Maintenance Person
- Construction Worker
- Laborer/Pipelayer
- Foreman
- Carpenter
- Laborer

Sewer and Water; General Equipment, Maintenance and Construction (cont'd.)

- Custodian
- Maintenance Man
- Inflow and Infiltration Correction Technician
- Engineering Clerk
- Construction Technician
- Park Worker
- Water Meter Technician
- Utilities Maintenance Worker
- Crew Leader
- Trades Trainee
- Skilled Laborer
- Plumber Helper
- Plumber
- Serviceman
- Equipment Operator
- Supervisor
- Water Line Inspector
- Water Treatment Operator
- Water Conservationist
- Village Coordinator
- Streets/Sewer Maintenance Worker
- Surveyor
- Parks and Recreation laborer
- Maintenance Helper
- Maintenance Worker
- Meter Correlator
- Sewer Maintenance Man
- Manhole Repairman

Sewer and Water; General Equipment, Maintenance and Construction (cont'd.)

- Construction Aide
- Utility Maintenance Trainee
- Backhoe Operator
- Utilityman
- Truck Driver
- Maintenance Repair Foreman
- Water Maintenance Man
- Administrative Trainee
- Senior Water Maintenance Man
- Apprentice Water Maintenance Man
- Mason
- Miscellaneous Carpenter
- Sewer Serviceman
- Sanitary System Flow Technician
- Flagperson
- Police Officer
- Water Works Operator
- Secretary
- Water Treatment Plant Maintenance Worker
- Sewer Inspector/Repairman
- Sludge Removal Worker
- Inspector
- Engineering Assistant

Sewer and Water; Site Maintenance and Clean-up

- Laborer
- Supervisor
- Maintenance Worker

Sewer and Water; Site Maintenance and Clean-up (cont'd.)

- Utility Worker
- Stock Clerk
- Clerk Typist
- Maintenance Man
- Foreman
- Environmental Service Employee
- Clerk
- Storekeeper
- Painter
- In-Service Technician
- Semi-skilled laborer
- Engineer Technician
- Engineering Aide
- Groundskeeper
- Sewer Repair Trainee
- Wastewater Facilities Mechanic Trainee
- General Utility Worker
- Maintenance Person
- Maintenance Assistant
- Helper-laborer
- Pipefitter, Painter
- Utilityman

Sewer and Water; Plant Operation

- Plant Operator
- Assistant Water Plant Operator
- Waterworks Superintendent
- Assistant Sewer Plant Operator

Sewer and Water; Plant Operation (cont'd.)

- Sewer and Water Plant Technician
- Maintenance Mechanic
- Laborer
- Assistant Treatment Plant Operator
- Water/Wastewater Operator
- Construction Worker
- Utilityman
- Flag Person
- Water and Sewage Treatment Plant Operator
- Operator in Training
- Water Department Apprentice
- Plant Operator Trainee

Misc. Water - Sewer System and Wastewater Related

- Engineering Technician
- Draftsperson
- Laboratory Aide
- Maintenanceman
- Truckdriver
- Surveyor
- Draftsman
- Skilled Laborer
- Office Secretary
- Utility Technician
- Engineering Aide
- Laborer
- Administrative Assistant
- Draftsman/Engineering Aide
- Planner

Misc. Water - Sewer System and Wastewater Related (cont'd.)

- Senior Research Assistant
- Research Assistant
- Clerk/Typist
- Sludge Disposal Operator
- Draftsman Mapper
- Sanitarian
- Graphics Specialist
- Inspector Trainee
- Investigator
- Operator
- Assistant Administrator
- Sanitarian Aide
- Technician
- Administrative Intern
- Junior Programmer
- Soil Scientist
- Senior Foreman
- Draftsman-Technician
- Backhoe Operator
- Carpenter
- Sewer Inspector Aide
- Accountant Trainee

Water Conservation

- Handyman
- Resource Aide
- Engineering Aide
- Assistant

Water Conservation (cont'd.)

- Maintenance Trainee
- Water Conservation Installer
- Information Specialist
- Project Leader
- Conservation Aide
- Conservation Assistant
- Water Conservation Aide
- Senior Water Conservation Aide
- Building Maintenance Worker
- Services and Supplies Supervisor
- Clerk
- Research Assistant/Typist
- Agricultural Water Conservation Researcher
- Environmental Management Specialist
- County Aide
- Intermediate Stenographer
- Intermediate Clerk Typist
- Group Counselor
- Community Aide
- Laborer
- Water Operator Trainee
- Account Clerk
- Engineering Technician
- Maintenance Worker
- Engineer
- Public Works Maintenance Worker
- Reclaimed Water Aide
- Group Leader

Water Conservation (cont'd.)

- Repairman
- Water Conservationist
- Drought Coordinator
- Emergency Services Assistant
- Sanitarian Aide
- Junior Planner
- Inspector
- Technician
- Program Aide
- Public Relations Specialist
- Groundskeeper
- Water Serviceman
- Assistant Hydrologic Engineering Technician
- Editor
- Lake Assistant
- Records Clerk
- Engineer Draftsman
- Biologist/Botanist
- Chemist
- Research Librarian
- Planner/Land Assessor
- Concrete Mason
- Mason's Helper
- Waterworks
- Sanitation Trainee
- Survey Worker

Energy

- Planning Aide
- Clerk
- Maintenance Worker
- Weatherizing Project Leader
- Weatherizing Project Assistant
- Coordinator
- Junior Civil Engineer
- Typist Clerk
- Environmental Specialist
- Assistant Planner
- Administrative Assistant
- Supervisor
- Workers
- Energy Assessor Technician
- Crew Chief
- Energy Auditor
- Office Manager
- Public Relations Assistant
- Research Worker/Insulation Supervisor
- Solar Energy Technician
- Energy Conservation Coordinator
- Administrative Secretary
- Research Coordinator
- Secretary
- Unit Supervisor
- Energy Conservation Auditor
- Laborer/Analyst Assistant
- Statistician/Analyst
- Consumer Affair Investigator

Energy (cont'd.)

- Foreman
- Carpenter
- Appliance Technician
- Engineer
- Energy Resource Coordinator
- Home Economist
- Energy Analyst
- Information Specialist
- Communication Specialist
- Electrical Engineer Technician
- Mechanical Engineer Technician
- Research Technician
- Project Developer
- Energy Coordinator
- Communications Assistant
- County Coordinator
- General Clerk
- Lead Worker
- Energy Audit Inspector
- Team Coordinator
- Team Member
- Office Assistant
- Community Development Program Assistant
- Energy Study Coordinator
- Engineer Aide
- Energy Supervisor
- Energy Outreacher
- Installer/Repairman

Energy (cont'd.)

- Economic Development Research Specialist
- Economic Development Data Specialist
- Solar Specialist
- Training Coordinator
- Solar Specialist Trainee
- Field Coordinator
- Field Worker
- Special Project Aide
- Maintenance Mechanic
- Environmental Control Engineer
- Environmental Research Technician
- Energy Director
- Technical Energy Specialist
- Social Research Specialist
- Energy Media Specialist
- Solar Technology Specialist
- Energy Extension Coordinator
- Energy Extension Worker
- Laborer
- Instructional Assistant
- Program Support Technician
- Editor and Publisher
- Steno/Bookkeeper
- Advertising/Circulation Manager
- Energy Planner
- Mechanical Engineer
- Education Research Specialist

Energy (cont'd.)

- Engineering Aide Trainee
- Assistant Planner
- Customer Development Aide
- Public Relations Coordinator
- General Coordinator
- Information and Resource Coordinator
- Outreach Coordinator
- Outreach Worker
- Solar Heat and Water Coordinator
- Solar Heat and Water Worker
- Solar Greenhouse Coordinator
- Solar Greenhouse Worker
- Librarian/Receptionist
- Extension Assistant/Energy Conservation
- Housing Coordinator
- Energy Research Analyst
- Energy Research Assistant
- Residential Energy Auditor
- Field Engineer
- Administrative Trainee
- Administrative Planning Aide
- Alternative Energy Technician
- Recycling Person
- Area Services Assistant
- Crisis Intervener

Weatherization

- Laborer Supervisor
- Laborer
- Insulation Installer
- Energy Coordinator
- Energy Conservation Trainee
- Project Coordinator
- Work Crew Supervisor
- Work Crew Member
- Team Leader
- Weatherization Trainee
- Fix-it Aide
- Program Analyst
- Winterization Technician
- Semi-skilled Laborer
- Maintenance Repairman
- Foreman
- Clerk/Typist
- Energy Conservationist
- Crew Carpenter/Supervisor
- Crew Carpenter
- Crew Lay Laborer
- Carpenter Aide
- Work Experience Aide
- Work Trainee
- Inventory Clerk
- Outreach Worker
- Bookkeeper
- Monitor

Weatherization (cont'd.)

- Certifier/Outreach
- Weatherization Laborer
- Weatherization Aide
- Appropriate Technology Specialist
- Client Services Agent
- Inventory Control Clerk
- Truck Driver
- Energy Aide
- Inspector
- Building Custodian
- Wood Worker
- Repair Aide
- Weatherization and Repair Team Leader
- Laborer/Counselor
- Technician
- Firewood Project Foreman
- Home Repair and Weatherization Worker
- Energy Auditor
- Weatherization Specialist Trainee
- Weatherizer
- Winterization Housing Repair Service Person
- Skilled Man
- Winterization Laborer

APPENDIX B

FISCAL YEAR 1978 PRIME SPONSORS WITH PROJECTS IN SAMPLE

State	Prime Sponsor
	REGION I
CT	Hartford Consortium
	New Haven Consortium
	Stamford Consortium
	Balance of CT
ME	Penobscot/Hancock Consortium
	Cumberland County
	Balance of ME
	Kennebec County
MA	Boston City
	New Bedford Consortium
	Hampden County Consortium
	Worcester Consortium
	Lowell Consortium
	Brockton Consortium
	Balance of MA
NH	Rockingham/Stafford Consortium
	Balance of NH
RI	Providence City
	Balance of RI
VT	State of VT
	REGION II
NJ	Atlantic County
	Bergen County
	Burlington County
	Camden City
	Gloucester County
	Middlesex County
	Monmouth County
	Morris County
	Newark City
	Ocean County
	Balance of Passaic County
	Somerset County
	Balance of NJ
NY	Albany City
	Balance of Albany City
	Chautauqua Consortium
	Chemung County
	Dutchess County
	Erie Consortium
	Rochester City
	Balance of Nassau County Consortium
	Niagara County
	Oneida County
	Balance of Onondaga County
	Oswego County
	Rensselaer County
	Rockland County
	St. Lawrence County

State	Prime Sponsor
NY (cont'd.)	
	Saratoga County
	Schenectady County
	Steuben County
	Suffolk Consortium
	Syracuse City
	Ulster County
	Balance of NY
	New York City
	REGION III
DE	Delaware Manpower Consortium
MD	Balance of MD
	Baltimore Consortium
	Prince Georges County
PA	Lancaster/Lebanon Consortium
	Bucks County
	Chester County
	Delaware County
	Montgomery County
	Philadelphia City/County
	Berks County
	Balance of Lackawanna County
	Erie City
	Pittsburgh City
	Beaver County
	Westmoreland County
	Tri-County Consortium
	Fayette County
	Mercer County Consortium
PA (cont'd.)	
	Susquehanna Consortium
	Lycoming Consortium
	Franklin County
	Centre County
	Northumberland County
VA	Peninsula Consortium
	Stama Consortium
	Chesterfield/Henrico Consortium
	Balance of VA
WV	West Virginia Statewide
	REGION IV
AL	Balance of AL
	Birmingham Consortium
	Mobile Consortium
FL	Balance of FL
	Brevard County
	Broward Consortium
	Miami/Dade Consortium
	Heartland Manpower Consortium
	Leon/Gadsen Consortium
	NE FL Manpower Consortium
	Orange County/Orlando Consortium
	Manatee County
	Palm Beach County
	Pasco County
	Seminole County
	St. Petersburg Consortium
	Sarasota County
	Tampa Consortium
	Volusia County

State	Prime Sponsor
GA	Balance of GA
	Atlanta City
	Savannah/Chatham Consortium
	Gwinnett County
KY	Blue Grass Manpower Consortium
	Louisville/Jefferson Consortium
	Balance of KY
	Eastern KY Rural CEP
MS	Balance of MS
NC	Balance of NC
	Almance County
	Buncombe County
	Cumberland County
	Charlotte City
	Durham City
	Gaston County
	Greensboro Consortium
	Onslow County
	Raleigh Consortium
	Balance of Wake County
	Winston Salem Consortium
	Davidson County
SC	SC State Consortium
TN	Balance of TN
	Knoxville Consortium
	Sullivan County
	REGION V
IL	Chicago City
	Balance of Cook County
	Kane County Consortium
	Lake County
	McHenry County
	Rock Island County
	Tazewell County
	LaSalle County
	Rockford Consortium
	Champaign Consortium
	Will/Grundy Consortium
	Sangamon/Cass Consortium
	Peoria Consortium
	Balance of IL
	McLean County
IN	Hammond City
	Balance of Lake County
	South Bend City
	Balance of St. Joseph County
	Indianapolis City
	Ft. Wayne Consortium
	Balance of IN
MI	Balance of MI
	Flint/Genessee Consortium
	Lansing Consortium
	Region II Consortium
	Grand Rapids Consortium
	Muskegon/Oceana Consortium
	Detroit City
	Livonia City
	Bay County
	Berrien County

State	Prime Sponsor
MI (cont'd.)	
	Calhoun County
	Kalamazoo County
	Balance of Macomb County
	Monroe County
	Oakland County
	Ottawa County
	Saginaw County
	Balance of Wayne County
MN	Dakota County
	St. Paul City
	Quad Counties Consortium
	Region III Consortium
	Duluth City
	Balance of MN
	Balance of Hennepin County
	Minneapolis City
OH	Cincinnati City
	Butler County
	Clark County
	Balance of Hamilton County
	Lorain County
	Akron Consortium
	Canton Consortium
	Cleveland Consortium
	Columbus Consortium
	Central Ohio Rural Consortium
	Toledo Consortium
	North East Ohio Manpower
	Balance of OH
OH (cont'd.)	
	Allen County
	Greene County
	Miami Valley Manpower Consortium
	Clermont/Warren Consortium
	Portage County
	Richland/Morrow Consortium
	Scioto County
	Lake/Ashtabula Consortium
WI	Outagamie County
	Milwaukee County
	Madison/Dane Consortium
	WOW Consortium
	Winne/Fond Consortium
	Trico CETAC
	Balance of WI
	WI Northwest CEP
	Marathon County
	REGION VI
AR	Texarkana Consortium AR
	Balance of AR
LA	Lafayette Parish
	Ouachita Parish
	Jefferson Parish
	Shreveport City
	Balance of LA
NM	Albuquerque Consortium
	Balance of NM
OK	Balance of Cleveland County
	Tulsa Consortium
	Balance of OK

State	Prime Sponsor
TX	Texarkana Consortium
	TX Panhandle Consortium
	South East Texas Consortium
	Greater Pasadena Consortium
	Cameron County
	Coastal Bend Consortium
	South Plains Consortium
	West Central TX Consortium
	Balance of Tarrant County
	Galveston County
	Houston City
	Balance of Harris County
	Central TX Consortium
	Hidalgo County Consortium
	Ft. Worth Consortium
	Alamo Consortium
	North TX State Consortium
	Webb County
	Gulf Coast Consortium
	Balance of TX
	REGION VII
IA	Blackhawk County
	Central IA Regional Consortium
	Woodbury County
	Scott County Consortium
KS	Kansas City Consortium
	Johnson/Leavenworth Consortium
MO	Balance of MO
	Springfield City
	St. Louis County
	St. Louis City
	Independence City
	St. Charles County
NE	Balance of NE
	Lincoln City
	Omaha Consortium
	REGION VIII
CO	Arapahoe County
	Boulder County
	Colorado Springs Consortium
	Denver City/County
	Jefferson County Consortium
	Larimer County
	Pueblo County
	Weld County
	Balance of CO
MT	Balance of MT
ND	State of ND
SD	SD Statewide Consortium
UT	UT Statewide Consortium
WY	State of WY

State	Prime Sponsor
	REGION IX
AZ	Phoenix City
	Balance of Maricopa County
	Tucson/Pima Consortium
CA	Balance of Alameda County
	Berkeley City
	Balance of Contra Costa County
	Marin County
	Oakland City
	Richmond City
	San Francisco City/County
	San Mateo County
	Sonoma County
	Santa Barbara County
	Glendale City
	Balance of Los Angeles County
	Los Angeles City
	Orange County Manpower Consortium
	Pasadena City
	Torrance City
	Ventura County
	Balance of CA
	Humboldt County
	Santa Clara Valley
	Solano County
	Sunnyvale City
	Butte County
	Sacramento Consortium
	Yolo County
	Stockton/San Joaquin Consortium
CA (cont'd.)	
	Stanislaus County
	Shasta County
	Monterey County
	Santa Cruz County
	Fresno City/County
	Imperial County
	Kern County
	Merced County
	Inland Manpower Assn
	San Luis Obispo County
	Tulare County
	San Diego RETC
HI	Honolulu City/County
NV	Balance of NV
	Las Vegas Consortium
	Washoe County
	REGION X
AL	Municipality of Anchorage
	Balance of AL
ID	ID Statewide Consortium
OR	Portland City
	Balance of Clackamas County
	Lane County
	Multnomah/Washington Consortium
	Mid Williamette Valley Consortium
	Jackson County Consortium
	Balance of OR

State	Prime Sponsor	State	Prime Sponsor
WA	Spokane Consortium		
	Clark County		
	King/Snohomish Consortium		
	Tacoma City		
	Balance of Pierce County		
	Balance of WA		

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